

Yorkville Community Unit School District 115

Last and Final Contract Offer

From The Board of Education

**Presented to the
Yorkville Education Association**

October 28, 2015



Yorkville CUSD 115

**Last and Final:
Board of Education Letter to YEA
Leadership**

October 28, 2015





YORKVILLE COMMUNITY UNIT SCHOOL DISTRICT 115

602 CENTER PARKWAY, SUITE A,
YORKVILLE, ILLINOIS 60560-0579
PHONE: (630) 553-4382 • FAX (630) 553-4398

October 28, 2015

To the Yorkville Education Association (YEA) Negotiating Team:

Martha Venetucci, YEA Lead Negotiator
Shawn Collins, YEA President
Nikole Jones
Reggie Kennedy
Tim Peters

Based on your declaration of impasse presented and filed on October 21, 2015, we submit our Last and Final offer for your review. This offer is in compliance with Illinois law (105 ILCS 5/1-2).

We know that you agree that it is vitally important for us to reach a settlement that avoids any significant disruption to the Yorkville 115 School District community.

On behalf of our communities and constituents, thank you for your consideration.

Respectfully,

The Yorkville 115 Board of Education


Dave Dockstader, BOE President


Dr. Lynn Burks, BOE Vice President


Ashley Shields, BOE Secretary


Dr. Bob Brenkert, BOE Member


Jason Senffner, BOE Member


Dean Fisher, BOE Member


Tom Kozlowski, BOE Member

Yorkville CUSD 115

**Last and Final:
Letter to Yorkville Teachers**

October 28, 2015





YORKVILLE COMMUNITY UNIT SCHOOL DISTRICT 115

602 CENTER PARKWAY, SUITE A,
YORKVILLE, ILLINOIS 60560-0579
PHONE: (630) 553-4382 • FAX (630) 553-4398

Dear Yorkville #115 Teachers,

The Yorkville 115 Community Unit School District is comprised of outstanding schools supported by excellent teachers, administrators, support staff, parents, students and residents. We believe the teachers of Yorkville 115 are vital to the success of our community schools. We greatly appreciate the united approach to encourage student success.

On behalf of the entire Yorkville 115 community, thank you for all you do for our children and students.

We are submitting the attached Last and Final Offer for your consideration. The highlights of this proposal include:

- Salary increases for all teachers in each of the next three years;
- An established Hiring Schedule and Salary Statement that sets a starting salary for new hires as well as determines potential earnings and salary increases for current staff;
- The creation of a joint committee to investigate the establishment of an annual student achievement stipend to recognize the successful efforts of returning staff through an "all-in" philosophy and to gain Board approval no later than May, 2017. Implementation of the approved plan to take place during the 2017-18 school year.
- Continuation of a beneficial health insurance plan, which includes a significant financial increase in the contribution on the part of the Board of Education;
- Through a change in due date, provide staff additional time to obtain official transcripts upon completion of coursework from universities/colleges.
- Tuition reimbursement that would include the addition of correspondence courses or other non-traditional courses that may be approved at the discretion of the Superintendent or designee;
- Teachers earning their National Board Certification shall receive a stipend of \$1,200 per semester for the duration of their Master Teaching Endorsement;
- Create a one-time co-curricular committee to review the positions in terms of offerings, compensation, placement and structure within agreed upon parameters, bringing all recommendations to the Board of Education for consideration;
- Provide a tiered model of compensation for identified district level committee members, which meet outside of the school day to study, plan or monitor changes in curriculum, instruction or programs.
- To enhance the effectiveness of the teacher evaluation process through scheduled and defined committee meetings on a quarterly basis;
- Beginning in the 2016-17 school year, implement weekly Collaboration time to provide opportunities for building and district level professional learning conversations, professional development trainings/activities, and devoted time for School Improvement Planning.

Based on data shared with your negotiating team, the Yorkville 115 staff salaries are comparable or higher than the agreed upon comparable districts. We believe the Last and Final Offer will maintain this competitive position.

While we remain concerned about uncertain financial conditions – such as pension reform, state and federal funding, property tax freezes, reduction in General State Aid, and future Consumer Price Indices – we believe this contract will allow us to maintain quality education programs, appropriate staff levels and reasonable class sizes for the next three years. We know these objects are vitally important to you, our teachers, as well as our community.

We believe it is important to note that businesses and residents in the Yorkville area have been affected financially by the recession that began in 2008. We know many of you have also experienced this downturn in your own households. We believe the proposed contract offer acknowledges the sacrifices shared among all stakeholders.

Despite these difficult economic conditions, Yorkville 115 teachers have received an annual average salary increase of 4.79% (per year) over the last seven years. Over the life of the previous three year contract, salary increases consisted of \$2700 in 2012, \$2300 in 2013, and \$2200 in 2014. During the same time frame, this represents some of the highest increases provided to teachers within our agreed upon comparable districts. Admittedly, in this proposed contract, many teachers will experience lesser increases due to the current economic realities faced by our community.

In addition, this proposed contract would maintain insurance coverage, including the commitment that the insurance committee would be consulted prior to any recommended changes presented to the Board of Education. Additionally, the district would provide notification of insurance changes made prior to the open enrollment period. The Board of Education values the arrangements of this benefit.

Throughout conversations held during negotiations, the Board of Education has demonstrated a desire to provide staff additional time to obtain official transcripts upon completion of coursework from universities/colleges within the area of horizontal movement. Furthermore, there is a general sense of excitement to offer the addition of correspondence courses or other non-traditional courses that may be approved at the discretion of the Superintendent or designee.

The Board of Education also has a commitment to a collaborative approach to co-curricular recommendations, and continued efforts to work together through the teacher evaluation process.

After great reflection on informal feedback provided by staff within our district, the Board of Education wishes to give teachers a committed and defined weekly collaboration time. The Board of Education believes this will provide opportunities for building and district level professional learning conversations, professional development trainings/activities, and devoted time for School Improvement Planning.

We understand the teaching profession is in the midst of unprecedented change. Implementation of new state laws regarding the Common Core standards, a more stringent performance evaluation system as well as the rapid deployment of instructional technology in the classroom all present new challenges for teachers, students, and parents. It is imperative we respond to these challenges in a coordinated and responsible manner that values everyone's commitment and collaboration in the next few years.

Our conversations with the YEA about these issues, which began in October 2014, have been respectful, vigorous and productive. We have discussed salary increases, additional stipends related to student achievement, a tiered model of compensation related to the work completed at the committee level, a new hiring schedule/salary statement, and state and federal funding. During these negotiations, we have identified a desire to continue this partnership during the term of our next contract so that we can all respond to the instructional and financial challenges facing education in our school district.

We feel the attached offer is fair and exemplifies the significant value placed on our teachers by the Yorkville 115 community, which the Board of Education represents. We hope you agree.

Sincerely,

The Yorkville 115 Board of Education
on behalf of the Taxpayers and Residents of the Yorkville 115 School District

Yorkville CUSD 115

Last and Final: Cost Summary

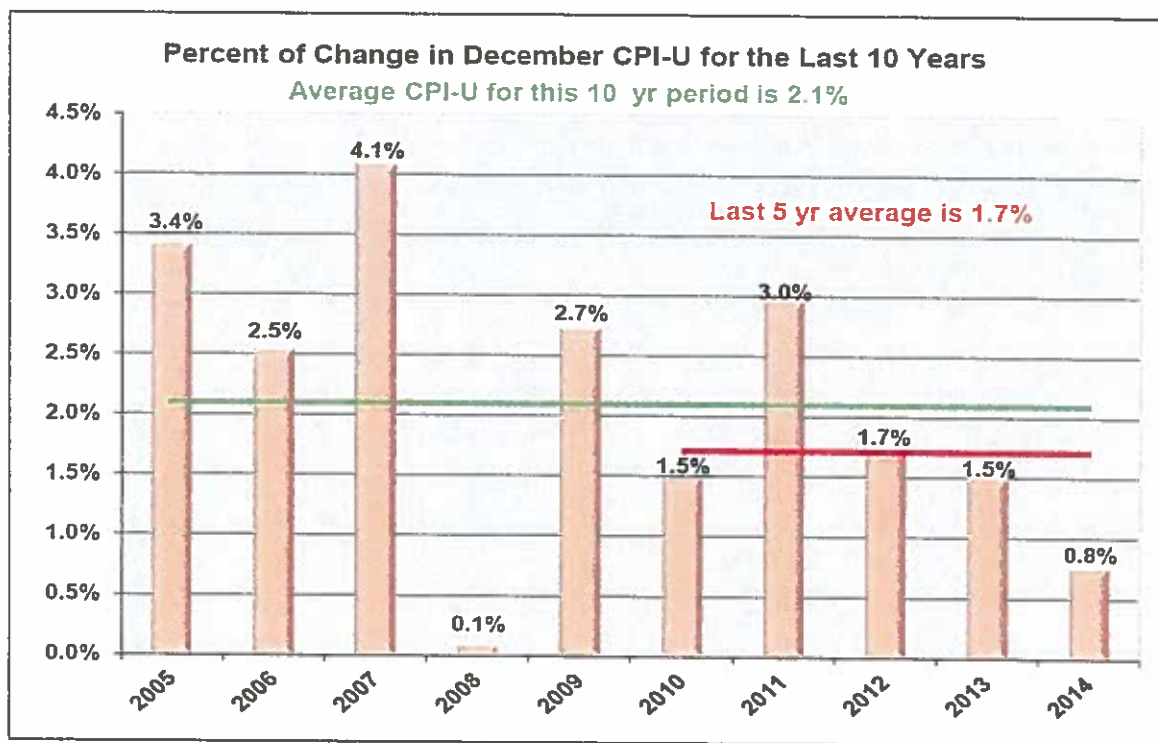
October 28, 2015



RATIONALE FOR FINANCIAL OFFER

The Board of Education must maintain a high level of fiscal responsibility while working to maximize student growth and achievement. This is best accomplished by supporting a culture that places a high value on continuous improvement and return on investment. The basis for this type of culture is establishing a clear understanding of available resources both now and into the future.

The primary source of revenue for the District is local property taxes. As a “Tax Capped” county school district, the funding formula as established by the Property Tax Extension Limitation Law (PTELL) limits the District’s new revenue from property taxes to the amount collected in the previous year, plus a percentage equal to the Consumer Price Index (CPI). CPI has averaged 2.1% over the past ten years historically. However, CPI averages have dropped to an average of 1.7% over the most recent five years. The graph below depicts these changes:



As the majority of the District’s revenue growth is limited, the expenses related to the collective bargaining agreement must result in an overall budget that can be managed without deficit. Should the costs of the contract exceed available new resources, reductions in other programs and services must be evaluated.

LAST AND FINAL CONTRACT OFFER: COST SUMMARY

The data below showcases the total increase in costs both annually and across the three years of the proposed agreement. This information is provided collectively and by each remaining Negotiation Item.

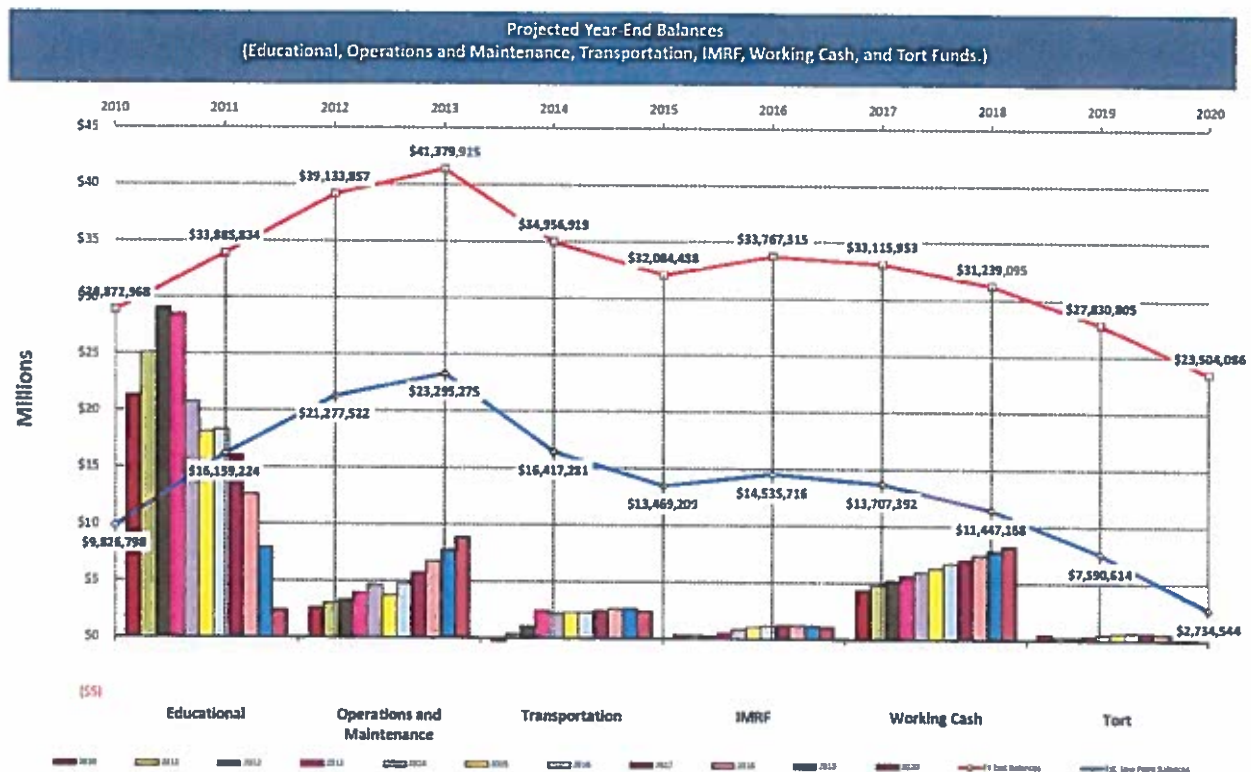
LAST AND FINAL CONTRACT OFFER - COST SUMMARY					
TOTAL COMBINED EXPENSES FOR ALL FINANCIAL CONTACT ITEMS					
Previous Year's Total Expenses	2015-16	2016-17	2017-18	3 Year Total Increase	
\$27,600,985	\$680,455 2.47%	\$944,701 3.34%	\$1,018,489 3.48%	\$4,937,550 17.89%	
	\$28,281,440	\$29,226,141	\$30,244,631		
SALARY					
2014-2015	2015-16	2016-17	2017-18	3 Year Total Increase	
\$22,159,549	\$443,191 2.00%	\$452,055 2.00%	\$461,096 2.00%	\$2,694,778	
STUDENT ACHIEVEMENT STIPEND					
2014-2015	2015-16	2016-17	2017-18	3 Year Total Increase	
\$0	\$0	\$163,640 NEW	\$190,232 16.25%	\$353,872	
HIRING SCHEDULE & SALARY STATEMENT					
2014-2015	2015-16	2016-17	2017-18	3 Year Total Increase	
\$0	\$0 0.00%	\$0 0.00%	\$0 0.00%	\$0	
T.H.I.S. CONTRIBUTION					
2014-2015	2015-16	2016-17	2017-18	3 Year Total Increase	
\$226,027	\$0 0.00%	\$0 0.00%	\$0 0.00%	\$0	
INSURANCE					
2014-2015	2015-16	2016-17	2017-18	3 Year Total Increase	
\$3,934,769	\$258,514 6.57%	\$243,210 5.80%	\$261,753 5.90%	\$1,523,717	
HSA (Health Savings Account)					
2014-2015	2015-16	2016-17	2017-18	3 Year Total Increase	
\$0	\$3,100 0.00%	\$3,100 0.00%	\$3,100 0.00%	\$9,300	

(Continued on next page)

HORIZONTAL MOVEMENT				
2014-2015	2015-16	2016-17	2017-18	3 Year Total Increase
\$87,168	\$0	\$0	\$0	\$0
	0.00%	0.00%	0.00%	
TUITION REIMBURSEMENT				
2014-2015	2015-16	2016-17	2017-18	3 Year Total Increase
\$33,050	\$0	\$0	\$0	\$0
	0.00%	0.00%	0.00%	
CO-CURRICULAR				
2014-2015	2015-16	2016-17	2017-18	3 Year Total Increase
\$831,411	\$69,579	\$59,996	\$52,608	\$381,335
	8.37%	6.66%	5.47%	
NATIONAL BOARD CERTIFICATION				
2014-2015	2015-16	2016-17	2017-18	3 Year Total Increase
\$83,100	\$27,200	\$27,200	\$27,200	\$163,200
	32.73%	24.66%	19.78%	
RETIREMENT ENHANCEMENTS				
2014-2015	2015-16	2016-17	2017-18	3 Year Total Increase
\$93,546	-\$42,762	\$0	\$0	-\$128,286
	-45.71%	0.00%	0.00%	
DISTRICT LEVEL COMMITTEES				
2014-2015	2015-16	2016-17	2017-18	3 Year Total Increase
\$141,342	-\$78,367	-\$4,500	\$22,500	-\$60,367
	-55.44%	-7.15%	38.48%	
WORKING CONDITIONS: COLLABORATION TIME				
2014-2015	2015-16	2016-17	2017-18	3 Year Total Increase
\$0	\$0	\$0	\$0	\$0
	0.00%	0.00%	0.00%	
WORKING CONDITIONS: ELEMENTARY				
2014-2015	2015-16	2016-17	2017-18	3 Year Total Increase
\$0	\$0	\$0	\$0	\$0
	0.00%	0.00%	0.00%	
YEA RELEASE TIME				
2014-2015	2015-16	2016-17	2017-18	3 Year Total Increase
\$11,023	\$0	\$0	\$0	\$0
	0.00%	0.00%	0.00%	
DONATED SICK LEAVE				
2014-2015	2015-16	2016-17	2017-18	3 Year Total Increase
\$0	\$0	\$0	\$0	\$0
	0.00%	0.00%	0.00%	
SICK LEAVE BANK				
2014-2015	2015-16	2016-17	2017-18	3 Year Total Increase
\$0	\$0	\$0	\$0	\$0
	0.00%	0.00%	0.00%	
TEACHER EVALUATION				
2014-2015	2015-16	2016-17	2017-18	3 Year Total Increase
\$0	\$0	\$0	\$0	\$0
	0.00%	0.00%	0.00%	
CLASS SIZE				
2014-2015	2015-16	2016-17	2017-18	3 Year Total Increase
\$0	\$0	\$0	\$0	\$0
	0.00%	0.00%	0.00%	
LONG TERM DISABILITY				
2014-2015	2015-16	2016-17	2017-18	3 Year Total Increase
\$0	\$0	\$0	\$0	\$0
	0.00%	0.00%	0.00%	

LAST AND FINAL CONTRACT OFFER: FINANCIAL PROJECTION

The impact of the Last and Final Contract Offer by the Board of Education has been analyzed and incorporated into the future financial assumptions to create a 5 year financial projection. As depicted below, the Board's offer will create an annual deficit which, if not addressed, will reduce fund balance. It is expected that District personnel will present to the Board ongoing recommendations on program changes to address shortfalls. These recommendations will be presented through the annual budget process.



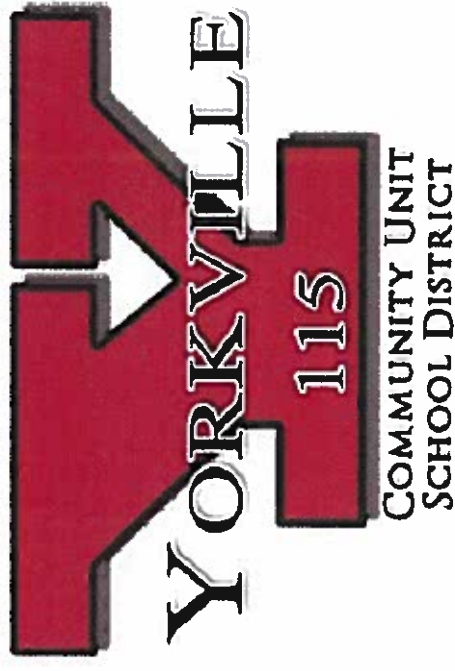
Yorkville CUSD 115

Last and Final: Contract Summary

October 28, 2015



October 28, 2015



Last and Final Contract Offer
Presented to the Yorkville Education Association

The Board is Committed to a Teacher's Contract that...

- Increases student growth, achievement, and post-secondary success
- Attracts and retains a high quality staff
- Rewards and recognizes staff for their excellent performance
- Protects the financial future of the district and provides an exceptional learning experience for students



The Board is Committed to a Teacher's Contract that...

- Supports a culture of professionalism through flexible scheduling, greater availability to students
- Invests in our teachers by increasing collaboration time to provide additional opportunities professional development
- Maintains a progressive and research based approach to education
- Ensures the development of curriculum and instructional approaches that support personalized learning for all students



The Board Recognizes Instructional Challenges

- Implementation of the national Common Core Standards
- Level of effort required to complete the Pre-K to 12th grade development and implementation of all curriculum, instruction and assessments
- Advancements in the integration of technology in the classroom
- New legislation requiring student growth as a part of evaluation



The Board Must Plan for Financial Uncertainties

- Probable shift of future pension costs to local school districts
- Limitation of property tax revenue
- Potential for property tax freeze
- Shortfalls in funding due to the state's poor financial condition
- Possible reduction in General State Aid
- Imminent financial impact created by the dissolution of the

Kendall County Special Education Cooperative



The Board is Committed to Maintaining a Fund Balance that...

- Protects against borrowing for operational expenses
- Supports the District's goal of holding at least 3 to 4 months of cash on hand
- Finances non-recurring expenditures such as the YHS Construction & Renovation Project, and is not used for recurring expenses such as salaries
- Guards against fiscal uncertainties and enhances the financial stability of the school district



YEA & Board Agreed Upon Comparison Districts

The following school districts were jointly agreed upon as districts which would be used as comparison organizations

2013-2014		School Name	Unit District	Geography Within 1HR	Total Enrollment	Staff	2013 Revenue Amounts (M)	Instructional Cost	Operating Cost	% of Free & Reduced	ISAT	PSAE	Graduation Rate	College Readiness	Post Secondary Enrollment- 12mon	Post Secondary Enrollment - 16mon	ELEMENTARY Student / Teacher Ratio	HIGH SCHOOL Student / Teacher Ratio	Avg Class Size
		Yorkville	YES	YES	5800	367	\$63 M	\$5,046	\$9,867	19.5%	64%	60%	90%	43%	71%	73%	17:1	16:1	20
		Batavia #101	YES	YES	6213	375	\$79 M	\$6,863	\$11,944	13.6%	78%	77%	95%	69%	76%	80%	18:1	20:1	25
		Central CUSD 301	YES	YES	3541	237	\$49 M	\$6,587	\$12,744	10.7%	79%	73%	91%	58%	73%	80%	16:1	19:1	22
		DeKalb CUSD 428	YES	YES	6245	352	\$76 M	\$6,812	\$12,167	53.9%	54%	48%	80%	46%	73%	76%	20:1	22:1	25
		Geneva #304	YES	YES	5810	374	\$91 M	\$6,807	\$13,868	5.3%	81%	81%	97%	78%	85%	88%	17:1	19:1	23
		Kaneland #302	YES	YES	4645	300	\$61 M	\$6,034	\$11,919	16.6%	71%	63%	99%	64%	85%	88%	17:1	17:1	25
		Lake Zurich CUSD 95	YES	NO	5849	389	\$87 M	\$7,379	\$12,560	11.5%	79%	80%	97%	76%	83%	85%	16:1	19:1	22
		Sycamore	YES	YES	3749	246	\$42 M	\$6,422	\$11,433	28.6%	66%	61%	92%	56%	70%	74%	18:1	19:1	23



Data Source: Illinois Report Card (<http://www.illinoisreportcard.com>)

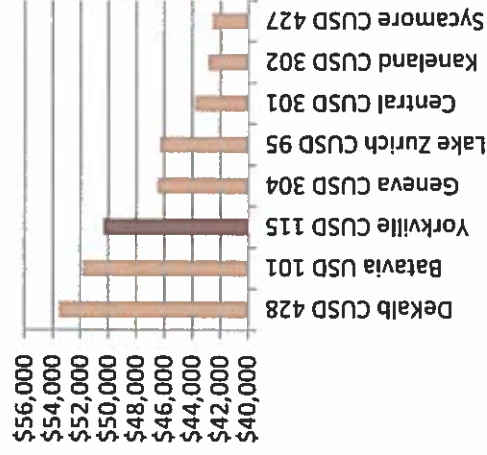
Salary Variances for Agreed Upon Comparable Districts

The following charts show the salary data for each of the comparable districts for a new teacher with no experience and *Bachelor's Degree*, *Master's Degree* or *Master's Degree + 10 Hours* level of education:

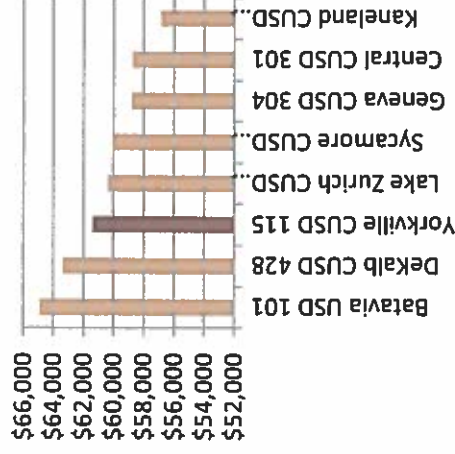
2015 Annual Salary
Bachelor's Degree



2015 Annual Salary
Master's Degree



2015 Annual Salary
Master's Degree
+ 10 Hours



Data Source: ISBE Salary Survey

The Basic Elements of a Teacher's Salary Schedule

When a district has a salary schedule, teachers may receive pay increases in a combination of three ways:

- **Base Increase:** A defined increase that applies to each teacher
- **Step Increase:** An automatic increase that is provided after each year of employment
- **Lane Movement:** An increase that is granted upon completion of approved graduate coursework



Outstanding Economic and Language Issues Must be Resolved Before an Agreement can be Reached



The following slides
represent the Board's position on
each of the remaining negotiation items



Negotiation Item No. 1

Proposed Salary Increase

Board's Proposal:

The Board of Education proposes an annual salary increase for each teacher from their prior year's base salary equal to those percentages presented below:

2015-2016: 2.00%

2016-2017: 2.00%

2017-2018: 2.00%





Negotiation Item No. 1

Proposed Salary Increase

Associated Costs of Board's Proposal:

Salary increases for the certified teaching staff represents the single greatest line item expense within the annual school district budget totaling \$22,159,000 during the 2014-2015 school year. The costs associated with the proposed increases over the three year term of this contract are shown below:

School Year	Teacher Raise (%)	Year One of the Contract	Year Two of the Contract	Year Three of the Contract
2015-2016	2.00%	\$443,191	\$443,191	\$443,191
2016-2017	2.00%		\$452,055	\$452,055
2017-2018	2.00%			\$461,096

Total Associated Costs of Salary Increases Over the Three Year Period of the Contract:

\$2,694,779





Negotiation Item No. 1

Proposed Salary Increase

Board's Rationale:

- All teachers will receive an increase in each year of the contract
- Teachers will experience an increase of 2.0% per year over the life of the contract, which exceeds the estimated cost of living increase as represented by the Consumer Price Index (CPI)
- Annual 2.0% increases in salaries are expected to grow district expenses at a rate higher than anticipated annual revenue growth, creating a need for the District to continue to reduce costs in other areas
- Remain competitive based on the agreed upon comparable districts to support the Board's goal of attracting and retaining high quality staff (*See Appendix: Comparative District Salary Analysis*)
- Significant historic increases in salary have brought compensation levels for staff to a competitive level (*See Appendix: Historic Salary Increase Analysis*)
- Balance fiscal responsibility of the district while providing competitive compensation for staff





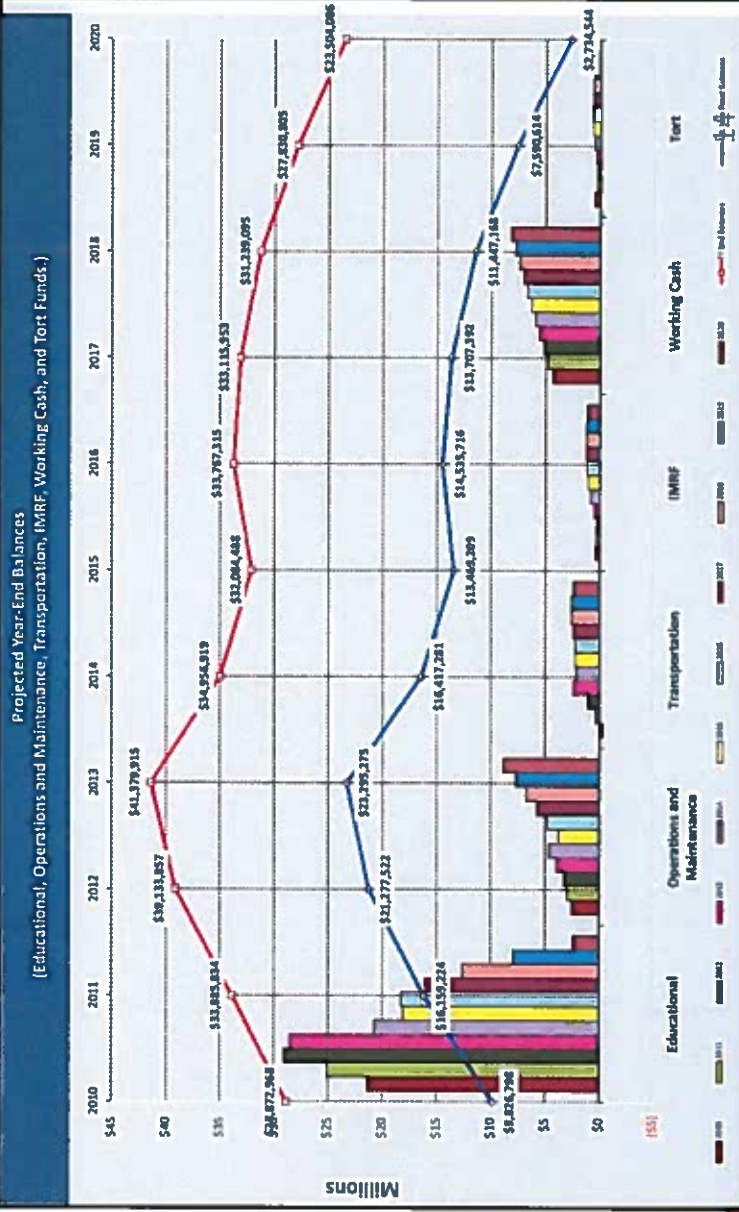
Negotiation Item No. 1

Proposed Salary Increase

Projected Financial Impact:

This graph showcases the projected eroding financial condition of the District inclusive of the proposed salary increases and numerous assumptions including maintaining existing spending trends.

Short and long term planning will guide corrective action and reductions to maintain fund balances and refrain from deficit spending.



Negotiation Item No. 2



Proposed Hiring Schedule & Salary Statement

Board's Proposal:

Utilizing a hiring schedule to calculate starting compensation rate for new certified teaching staff.

See Appendix: Hiring Schedule & Salary Statement

Associated Costs of Board's Proposal:

There would be no associated costs relating to this proposed document as it is simply a presentation of earnings.





Negotiation Item No. 2

Proposed Hiring Schedule & Salary Statement

Board's Rationale:

- It is an interest of the District to recognize staff longevity when hiring
- By establishing a hiring practice utilizing years of service groupings, returning staff will be compensated at a higher level than new staff with less experience
- Providing for a combined "Hiring Schedule/Salary Statement" to establish starting salary for new hires, as well as to determine potential earnings and salary increases for current staff





Negotiation Item No. 3

Proposed Student Achievement Stipend

Board's Proposal:

To recognize the successful efforts of returning staff through an annual student achievement stipend using an "all-in" philosophy which financially rewards staff within a building or grade level span, based on jointly developed student growth goals.



Negotiation Item No. 3

Proposed Student Achievement Stipend



Associated Costs of Board's Proposal:

The following costs would be associated with year two and three of the contract as shown below:

School Year	Estimated Compensation	Year One of the Contract	Year Two of the Contract	Year Three of the Contract
2016-2017	\$400 Per Teacher		\$163,640	
2017-2018	Achievement Based Stipends \$800/\$300/\$0			\$190,232

**Total Associated Costs of Salary Increases Over the
Three Year Period of the Contract:**

\$353,872





Negotiation Item No. 3

Proposed Student Achievement Stipend

Board's Rationale:

- Reward and recognize staff for their excellent performance
- Encourage a learning environment that embraces high expectations for staff and students
- Celebrate the collective success of all staff using an “all-in” student growth model





Negotiation Item No. 4

Proposed Health Insurance

Board's Proposal:

The Insurance Committee will recommend plan design changes, if necessary, to the Board of Education for review and approval.

The Board and the Association shall maintain a joint health insurance committee comprised of representatives of the Board, Administration and the Association for the purpose of reviewing, discussing and recommending changes to the District's health insurance plan. Any changes shall be made only after consultation with this committee. All employees will be made aware of any changes to the health insurance plan prior to open enrollment.





Negotiation Item No. 4

Proposed Health Insurance

Associated Costs of Board's Proposal:

The associated costs are estimated based on projections in premium cost increases for each year of the contract. These costs are compounding costs and are presented below:

School Year	Est. Premium Increase	Year One of the Contract	Year Two of the Contract	Year Three of the Contract
2015-2016	6.57%	\$258,514	\$258,514	\$258,514
2016-2017	5.80%		\$243,210	\$243,210
2017-2018	5.90%			\$261,753

**Total Associated Costs of Salary Increases Over the
Three Year Period of the Contract:**

\$1,523,715





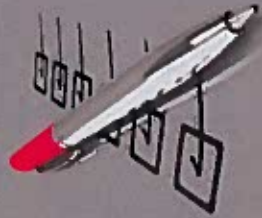
Negotiation Item No. 4

Proposed Health Insurance

Board's Rationale:

- Maintain current practice
- Enhance the collaborative responsibility of the insurance committee to bring recommendations to the Board for review and approval to limit the "Cadillac Tax" component of the Affordable Care Act
- Provide a continuation of a beneficial health insurance plan, which includes a significant financial increase in the contribution on the part of the Board of Education





Negotiation Item No. 5

Proposed HSA

Board's Proposal:

The district will match the employee's contribution with the establishment of an active Health Savings Account and verification of \$300 deposited for an employee, or \$400 for an Employee Plus One or Family plan.

Employees who have declared for retirement and are receiving the retirement enhancement shall not receive this payment if the payment would result in an additional payment to the TRS by the Board.





Negotiation Item No. 5

Proposed HSA

Associated Costs of Board's Proposal:

	School Year		
	2015-2016	2016-2017	2017-2018
Estimated Increase in Matching Costs	\$3,100	\$3,100	\$3,100

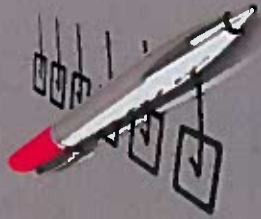
Total Associated Costs

\$9,300

Board's Rationale:

To encourage participation in the program, which offers staff a lower cost insurance plan.





Negotiation Item No. 6

Proposed Horizontal Movement

Board's Proposal:

Continue with the current contract's horizontal lane change language with the exception of changing the dates as per the following:

Transcript Submittal Deadline	Reflected Pay Period
October 1 st	October 31 st
February 15 th	March 15 th

Associated Costs of Board's Proposal:

There would be no associated costs relating to this proposal.

Board's Rationale:

Provide staff additional time to obtain official transcripts upon completion of coursework from universities/colleges.





Negotiation Item No. 7

Proposed Tuition Reimbursement

Board's Proposal:

Continue with the current contract's tuition reimbursement language with the exception of allowing credit for correspondence courses or other non-traditional courses dependent upon the sole discretion of the Superintendent or designee.

Associated Costs of Board's Proposal:

The estimated cost of providing tuition reimbursement annually equates to \$33,050 per year. However, this is not an increase in cost compared to previous years, and is not considered to be change in cost when comparing proposals.

Board's Rationale:

Provide the opportunity for greater flexibility and professional growth outside of the more traditional course setting.





Negotiation Item No. 8

Proposed National Board Certification

Board's Proposal:

Teachers earning their National Board Certification (Master Teacher Endorsement) shall receive a stipend of \$1,200 per semester for the duration of their Master Teacher Endorsement. This applies to any teacher who applies for and receives the National Board Certification on or after July 1, 2015.

Teachers who have already earned their National Board Certification prior to July 1, 2015 must maintain their endorsement in order to continue to receive current compensation levels.

These lane changes shall not be available if they would result in the Board making any additional payments or penalties to the TRS.





Negotiation Item No. 8

Proposed National Board Endorsement

Associated Costs of Board's Proposal:

School Year	Year One of the Contract	Year Two of the Contract	Year Three of the Contract
2015-2016	\$27,200	\$27,200	\$27,200
2016-2017		\$27,200	\$27,200
2017-2018			\$27,200

Total Associated Costs of Salary Increases Over the
Three Year Period of the Contract:

\$163,200

Boards Rationale:

Desire to recognize and reward teachers who successfully complete and maintain the National Board endorsement.





Negotiation Item No. 9

Proposed Retirement Option

Board's Proposal:

Teachers who desire to put in for retirement must have at least 15 years of full-time service as a certified employee in the School District. Those meeting this requirement will receive a 3% increase in creditable earnings over the prior year's total TRS creditable earnings for up to a maximum of three (3) years. In order to be eligible for this benefit, a teacher must submit a letter of irrevocable retirement no later than March 1, 2018 with an effective retirement date of

Associated Costs of Board's Proposal:

The estimated cost savings of reducing the retirement enhancement annually equates to \$42,762 per year in the first year of the contract compared to previous years. However, this is considered to be a compounding change in cost when comparing proposals equaling a savings of \$128,286 over the term of the contract.

Board's Rationale:

Protects the financial future of the district in light of uncertainties related to future State mandates and funding. It protects District 115 tax payers from further pension burden created by future retirees receiving accelerated retirement enhancements.





Negotiation Item No. 10

Proposed Elementary Plan Time

Board's Proposal:

Continue with the current contract's Elementary Plan Time language.

Associated Costs of Board's Proposal:

There would be no associated increased costs related to maintaining current language.

Board's Rationale:

Current elementary plan time language provides scheduling flexibility and maintains fiscal responsibility.





Negotiation Item No. 11

Proposed Co-curricular

Board's Proposal:

Create a one time Co-curricular Committee to review the positions in terms of offerings, compensation, placement and structure within agreed upon parameters, bringing all recommendations to the Board of Education for approval.

On an annual basis the YEA and District administration will review and assess participation and efficacy of co-curricular programs, making any recommendations for changes by July 1st.

Associated Costs of Board's Proposal:

There would be no associated costs relating to the proposed committee structure.

Board's Rationale:

- Support a collaborative process of co-curricular review
- Remain competitive regarding co-curricular compensation
- Consider the expansion of co-curricular offerings





Negotiation Item No. 12

Proposed District Level Committees

Board's Proposal:

Provide a tiered model of compensation for identified district level committee members, which meet outside of the school day to study, plan or monitor changes in curriculum, instruction or programs. If additional work during the summer is requested by district administration, the teacher shall receive an hourly rate equal to thirty percent (30%) of the daily substitute teacher rate.

Associated Costs of Board's Proposal:

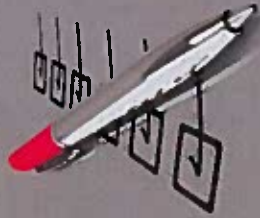
School Year	2014-2015 Associated Costs	Associated Cost: Year One of the Contract	Associated Cost: Year Two of the Contract	Associated Cost: Year Three of the Contract
Cost	\$141,342	\$62,975	\$58,475	\$80,975
Change		-\$78,367 *	-\$4,500	\$22,500

Total Associated Savings Over the Three
Year Period of the Contract:

-\$60,367

* The savings found in Year One are attributable to accelerated costs in the 2014-15 school year for significant committee work to align curriculum.





Negotiation Item No. 12

Proposed District Level Committees

Board's Rationale:

- To recognize the valuable contributions of staff in the work related to realizing district goals
- Providing a tiered model of compensation for committee work acknowledges the different expectations required for the successful advancement of district initiatives
- Tier assignment for all committees clarifies in advance of staff commitment whether a committee qualifies for compensation





Negotiation Item No. 13

Proposed Professional Responsibilities

Board's Proposal:

Addition of language to highlight teachers' commitment to their professional responsibilities.

Associated Costs of Board's Proposal:

There would be no associated costs relating to this proposal.

Board's Rationale:

To showcase and highlight teachers' professionalism demonstrated daily.





Negotiation Item No. 14

Proposed Teacher Evaluation

Board's Proposal:

To enhance the effectiveness of the evaluation through scheduled and defined committee meetings on a quarterly basis.

Associated Costs of Board's Proposal:

There would be no associated costs relating to this proposal.

Board's Rationale:

To ensure the fidelity of the work of the Teacher Evaluation committee by increasing timeliness of communication and providing opportunities for regular review and discussion.





Negotiation Item No. 15

Proposed Collaboration Time

Board's Proposal:

Beginning in the 2016-17 school year the use of weekly Collaboration time to provide opportunities for building and district level professional learning conversations, professional development trainings/activities, and devoted time for School Improvement Planning.

Associated Costs of Board's Proposal:

There would be no associated costs relating to this proposal.

Board's Rationale:

- Encourage an environment of collaboration and professional development through scheduled and established regular meeting times
- Promotes a professional culture which allows for flexibility in teachers' schedules, ultimately giving teachers greater autonomy in accomplishing their professional responsibilities





Negotiation Item No. 16

Proposed Donated Sick

Board's Proposal:

Follow established guidelines through the YEA Sick Leave Bank.

Associated Costs of Board's Proposal:

There would be no associated costs relating to this proposal.

Board's Rationale:

Recommendations to the Sick Leave Bank will provide the structure needed to support teachers.





Negotiation Item No. 17

Proposed Financial Contract Opener

Board's Proposal:

In the event that legislation is passed that impacts the current structure for growth in levy extensions or GSA allocations that negatively impact District resources or shifts the burden for pension payments to the Board.

Associated Costs of Board's Proposal:

There would be no associated costs relating to this proposal.

Board's Rationale:

Protects the financial future of the district in light of uncertainties related to future State mandates and funding.





Negotiation Item No. 18

Proposed Insurance Language

Board's Proposal:

Remove the specified deductible levels for PPO and HSA insurance plans and clarify that Board will not unilaterally change Insurance Carriers.

Associated Costs of Board's Proposal:

There would be no associated costs relating to this proposal.

Board's Rationale:

To provide the insurance committee with the flexibility to consider changes in deductibles to protect against "Cadillac Tax" penalties. Additionally, it is the desire of the Board to clarify that they will not unilaterally change Insurance Carriers.



Yorkville CUSD 115

Last and Final: Proposal

October 28, 2015



Date and Time of Submittal:

To YEA, From Administration: October 28, 2015

LAST AND FINAL PROPOSAL

Duration and Effect of Agreement:

Three Year Agreement; 2015-2016, 2016-2017, and 2017-2018 School Year

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Negotiation Item #1: Compensation

Salary: THIS REFLECTS A 2% INCREASE FOR EACH TEACHER BASED ON HIS/HER BASE SALARY FOR THE 2014-15 SCHOOL YEAR

2015-2016: 2.00%

2016-2017: 2.00%

2017-2018: 2.00%

Negotiation Item #2: Hiring Schedule and Salary Statement

The Board of Education has developed a combined Hiring Schedule and Salary Statement to be used starting in 2015-16. The purpose of this document is to establish a starting salary for new hires, as well as determine potential earnings and salary increases for current staff.

The Hiring Schedule and Salary Statement will contain years of service groupings combined with existing educational lanes. Each cell represents a 2% increase of the above cell in the previous salary statement. For example, in 2015-16, cell BS+0 year 6 is 2% greater than BS+0 Line C in the 2014-15 salary statement.

The first cell in each lane will be increased by 25% of the overall salary increase as approved within the contract for that year to ensure that our base starting rate increases annually to remain competitive for hiring purposes.

HIRING SCHEDULE/SALARY STATEMENT EXPLANATION:

Starting Base Salary adjusts annually by 25% of the increase for returning staff

2015-2016 Hiring Schedule/Salary Statement (Includes 9.4% TRS)								
YEARS	BS+0	BS+12	BS+24	BS+36	MS+0	MS+12	MS+24	
1	\$ 44,311	\$ 45,417	\$ 46,522	\$ 47,628	\$ 50,643	\$ 51,849	\$ 53,055	
2-5	\$ 44,973	\$ 46,091	\$ 47,217	\$ 48,339	\$ 51,399	\$ 52,623	\$ 53,847	
6	\$ 46,082	\$ 47,204	\$ 48,326	\$ 49,448	\$ 52,608	\$ 53,732	\$ 54,956	
7	\$ 47,225	\$ 48,347	\$ 49,469	\$ 50,591	\$ 53,851	\$ 54,975	\$ 56,099	
8	\$ 48,401	\$ 49,523	\$ 50,645	\$ 51,767	\$ 54,827	\$ 56,051	\$ 57,275	
9	\$ 49,614	\$ 50,736	\$ 51,858	\$ 52,980	\$ 56,040	\$ 57,264	\$ 58,488	

2016-2017 Hiring Schedule/Salary Statement (Includes 9.4% TRS)								
YEARS	BS+0	BS+12	BS+24	BS+36	MS+0	MS+12	MS+24	
1	\$ 44,533	\$ 45,644	\$ 46,755	\$ 47,866	\$ 50,896	\$ 52,108	\$ 53,320	
2	\$ 45,197	\$ 46,325	\$ 47,452	\$ 48,581	\$ 51,656	\$ 52,886	\$ 54,116	
3-6	\$ 45,872	\$ 47,01	\$ 48,161	\$ 49,306	\$ 52,427	\$ 53,675	\$ 54,924	
7	\$ 47,004	\$ 48,148	\$ 49,293	\$ 50,437	\$ 53,558	\$ 54,807	\$ 56,056	
8	\$ 48,170	\$ 49,314	\$ 50,458	\$ 51,603	\$ 54,72	\$ 55,973	\$ 57,221	
9	\$ 49,369	\$ 50,513	\$ 51,658	\$ 52,802	\$ 55,924	\$ 57,172	\$ 58,420	

2017-2018 Hiring Schedule/Salary Statement (Includes 9.4% TRS)								
YEARS	BS+0	BS+12	BS+24	BS+36	MS+0	MS+12	MS+24	
1	\$ 44,756	\$ 45,872	\$ 46,989	\$ 48,105	\$ 51,150	\$ 52,369	\$ 53,587	
2	\$ 45,424	\$ 46,557	\$ 47,690	\$ 48,823	\$ 51,914	\$ 53,150	\$ 54,386	
3	\$ 46,101	\$ 47,252	\$ 48,401	\$ 49,553	\$ 52,689	\$ 53,941	\$ 55,198	
4-7	\$ 46,789	\$ 47,957	\$ 49,124	\$ 50,292	\$ 53,476	\$ 54,749	\$ 56,022	
8	\$ 47,944	\$ 49,111	\$ 50,279	\$ 51,446	\$ 54,629	\$ 55,902	\$ 57,176	
9	\$ 49,133	\$ 50,300	\$ 51,467	\$ 52,635	\$ 55,81	\$ 57,092	\$ 58,365	

Example 2.0%

Returning staff will be moved from one year of service grouping to the next annually.

The following year's annual salary cell is calculated by applying the annual increase to the current year's salary cell.

Negotiation Item #3: Student Achievement Stipend

A recognition plan will be collaboratively designed during the 2015-2016 school year by a committee comprised of certified teaching staff and administration. The proposed design would then be presented to the Board of Education for approval. If the design is approved by the Board of Education by April of 2016, the inaugural year's stipend would be paid to all returning certified teaching staff in September of 2016. In subsequent years, the stipend would be paid to all returning certified teaching staff in September of the year following a school term in which the defined student achievement was reached.

Using an "all-in" philosophy as an accountability system, District 115 has a desire to support a mindset that all members of the staff are committed to the learning of all students; including the engagement and motivation of students, the climate and culture of the school, and ensuring a learning environment that embraces high expectations for staff and students.

The Student Achievement Stipend will be awarded based on the following:

2016-2017 Development of Student Achievement Compensation Committee to collaboratively design and plan the parameters and criteria for the "all-in" student growth framework. Through the work of the District 115 Administration and the YEA during the 2016-2017 school year, the proposed design would be presented to the Board of Education for approval. If the design is approved by the Board of Education by May of 2017, the inaugural year's stipend would be paid to all returning certified teaching staff in September of 2017.

Student Achievement Compensation: A Student Achievement stipend of \$400 for all certified staff when agreement on the defined achievement framework and plan is reached.

2017-2018 The "all-in" growth model is structured by school (determined by previous year's committee), providing each certified staff member the opportunity to earn additional compensation by student growth outcomes within a tiered-level of results. Using established thresholds of our District local growth model, student growth will be determined combining both Math and Reading at all grade levels for each building served to get a final "Composite Score". The assessments used to determine a composite score will include state tests and universally administered district tests (based on the approved District 115 Assessment Calendar).

Student Growth/Achievement Compensation - Conversion Chart		
Growth Score/Threshold	Ratings	Compensation
TBD	Higher than expected growth	\$800
TBD	Expected growth	\$300
TBD	Lower than expected growth	NA
TBD	Unsatisfactory growth	NA

Negotiation Item #4: Health Insurance

HEALTH INSURANCE ADJUSTMENTS.

The costs of the District's health insurance plan shall be limited through plan design changes that will be collaboratively recommended to the Board by the District's Insurance Committee. Article XII, Section 3 of the Contract shall be amended to reflect the insurance cost containment by adding the new second paragraph indicated below to the current provision.

INSURANCE COMMITTEE

The Insurance Committee will recommend plan design changes, if necessary, to the Board of Education for review and approval.

The Board and the Association shall maintain a joint health insurance committee comprised of representatives of the Board, Administration and the Association for the purpose of reviewing, discussing and recommending changes to the District's health insurance plan. Any changes shall be made only after consultation with this committee. All employees will be made aware of any changes to the health insurance plan prior to open enrollment.

Negotiation Item #5: HSA

Upon verification of the establishment of an active Health Savings Account and verification of \$300 deposited for an employee or \$400 for an Employee Plus One or Family plan the District will match the employee's contribution. All applicable deductions including TRS will be taken from this compensation.

This is one-time only match for the establishment of an employee's initial HSA account. Employees who have declared for retirement and are receiving the retirement enhancement shall not receive this payment, if the payment would result in an additional payment to the TRS by the Board.

Negotiation Item #6: Horizontal Movement

Horizontal movement from one lane to another on the salary statements is based on pre-approval of course work. Credit will be given for only that course work related to the teacher's field of instruction for the District. Teachers with BS+36 who horizontally advance to the BS+36/MS+0 lane by October 1, 2001 shall be entitled to remain on this lane after the establishment of a separate BS+36 lane. Teachers who earn BS+36 thereafter shall not be permitted to advance to this lane.

A single horizontal lane salary change may occur twice during the contract year. Official transcripts that are received by October 1st will be reflected during the October 31st pay period. Official transcripts that are received by February 15th will be reflected during the March 15th pay period.

Professional growth credit for lane advancement, if properly approved, will be available for teachers with a Master's Degree and at least five (5) years of experience in this District. A teacher will be limited to three (3) semester credits once every five (5) years of employment beyond their 5th year in the District. Final approval, by the Superintendent, will be based upon accomplishment and approval of the activity as determined by a written outline and detail accounting of the project or program at the conclusion of the activity. These three (3) credit hours will apply towards movement on the salary schedule.

Activities for which a teacher meeting the aforementioned qualifications may request consideration for professional growth credits are:

1. Professional Writing--publication of original material in a professional journal.
2. Research within the teacher's field of responsibility, resulting in publication in a major educational journal.
3. Significant educational travel-where the teacher was a member of a study group. An example would be when the teacher has an opportunity to visit another country. Not intended for in-country opportunities.
4. Major participation in professional meetings. As an example: when a teacher is a speaker at a national convention; when the teacher is a speaker at a statewide meeting or another state meeting; when the teacher organizes, develops and runs a national or statewide seminar, symposium or convention. Not intended to include: Regional or Area meetings.

Negotiation Item #7: Tuition Reimbursement

The Board will reimburse the cost of tuition for coursework taken by any full-time teacher up to a maximum of \$150 per class for a maximum of 4 classes per school year provided the following conditions are met:

1. The individual coursework must be previously approved by the Superintendent or designee, by submitting the name and description of the course(s) in writing no later than fourteen (14) calendar days prior to the beginning of the course(s);
2. The coursework must be taken at an accredited education institution of higher learning. Credit for correspondence courses or other non-traditional courses may be approved at the sole discretion of the Superintendent or designee.
3. The teacher shall have attained a grade of "B" or higher or "pass" in a "pass or fail" course;
4. The teacher shall submit evidence of successful completion of the course in the form of an official transcript;
5. The course must be a graduate level course that is related to the teacher's field of instruction for the District as determined by the Superintendent or designee.

Negotiation Item #8: National Board Certification

Any teacher who applies for and receives the National Board Certification on or after July 1, 2015, shall receive a stipend of \$1,200 per semester for the duration of their Master Teaching Endorsement, unless such payments will trigger a penalty/additional payment to TRS. Proof of a Master Teaching Endorsement is due by November 15 to receive the first semester payment on December 30 or by March 15 to receive the second semester stipend on April 30th.

Teachers who have already earned their National Board Certification (Master Teacher Endorsement) prior to July 1, 2015 will maintain the Horizontal Lane Movement as stated in the 2012-2015 contract so long as they maintain the endorsement.

Negotiation Item #9: Retirement Option

If a teacher meets all of the five eligibility requirements contained in paragraph 1 of this Section, the teacher shall be paid a retirement benefit in accordance with paragraph 2 of this Section.

1. Requirements for Eligibility:

- a. The teacher must have at least 15 years of full-time service as a certified employee in the School District.
 - i. Staff members who submit their retirement during the 2015-2016 and 2016-2017 school year will be deemed eligible if they have at least **15** years of full-time service as a certified employee in the School District.
- b. The teacher must submit an irrevocable letter of retirement to the Superintendent by March 1, prior to the school year in which benefits will begin under this program. At the submission of the letter of retirement, the teacher shall submit a TRS statement of benefits or documentation confirming the teacher's total years of service and creditable earnings. In order to be eligible for this benefit, a teacher must submit a letter of irrevocable retirement no later than March 1, 2018 with an effective retirement date of June 30, 2021.
- c. The teacher must be at least 55 years old and be eligible to receive a TRS retirement benefit **without any additional expense by the Board** at the time of the effective date listed in the irrevocable letter of retirement.
- d. The teacher would not cause the Board to pay a penalty imposed by TRS due to the teacher's salary exceeding the TRS cap if the teacher would retire any time after submitting his/her letter of retirement. For example, a teacher who received a salary increase greater than 6% in one or more of the three years prior to the year the retirement benefits provided under this Paragraph B would begin would not be eligible for the retirement benefits under Paragraph B or C.
- e. The teacher shall not have received a retirement benefit pursuant to a prior collective bargaining agreement.

2. Retirement Benefits

In each year that benefits are received under this program, the teacher shall not be paid in accordance with the salary and extra duty schedule and, in exchange, shall receive a **three** percent (3%) increase in creditable earnings over the prior year's total TRS creditable earnings from the teachers' salary as set forth on the salary schedule (hereinafter referred to as "Program Creditable Earnings") for a period up to a maximum of **three (3)** years.

- a. The teacher will remain "off schedule" and receive a **three percent (3%)** increase in Program Creditable Earnings for each year up to **three (3) years**.
- b. The teacher shall perform all extra duties that are used in determining Program Creditable Earnings in the years in which program benefits are received. A teacher who

does not perform such extra duties shall have his/her compensation reduced accordingly.

- c. A teacher under this retirement program will not be able to earn more than three percent (3%) of the previous year's Program Creditable Earnings, regardless of assignment or possible movement on either the salary schedule or extra duty schedule.
- d. Post-Retirement Lump Sum Cash Payment. Employees retiring shall also receive a lump sum cash payment of six thousand five hundred dollars (\$6,500.00). Such payment shall be made 60 days after the teacher's last paycheck in the year the teacher retires but in no event earlier than September 1.

Negotiation Item #10: Working Conditions: Elementary Plan Time-

MAINTAIN CURRENT LANGUAGE OF Article IX, Section 13.C as printed below:

Elementary School Teachers (K-6). Elementary school positions vary in regards to schedules and job descriptions. However, in an attempt to maintain reasonable equity amongst positions, student contact will be approximately 312 minutes per day for full-time elementary school teachers. For full-time positions not adhering to specific class schedules, student contact time is expected to be maintained at approximately 312 minutes per day.

Full-time elementary school teachers shall be provided with 275 minutes of preparation time for a normal five (5) day work week. The administration will attempt to schedule the preparation time during the time scheduled for art, music and physical education classes. However, nothing in this paragraph prohibits the administration from scheduling preparation time during times other than art, music and physical education classes nor does it limit the Board's ability to eliminate such classes.

Negotiation Item #11: Co-curricular

Create a one-time Extra Curricular Review Committee

- Work to be completed by April 1, 2016
- The Committee is to review the co-curricular positions in terms of offerings, compensation, placement and structure within agreed upon parameters that will not increase existing expenditure levels for all components within the scope of the review
- The proposed changes will be brought to the Board of Education for approval

All co-curricular proposal changes must be submitted by February 1st.

Once a year, no later than June 1st, a committee composed of two representatives from the Association and two representatives from Administration, shall meet to review and assess participation and efficacy of co-curricular programs. They will make recommendations regarding any modifications to co-curricular programs no later than July 1st. The final determination of what co-curricular programs will be offered rests entirely on the Board of Education.

Negotiation Item #12: Working Conditions: District Level Committees

Working Conditions: District Level Committees

All District 115 staff members are encouraged to participate in committees that contribute to teaching and learning in the district. Members of the Bargaining Unit who serve on district level committees which meet outside of the school day to study, plan or monitor changes in curriculum, instruction or programs will be compensated for these additional responsibilities as identified below. Participation on district and building level committees will be considered to be a professional choice and recognized as a valuable contribution to the educational process. Participation on district and building level committees will be considered to be a professional choice and recognized as a valuable contribution to the education process.

Tiered Model of Compensation for Identified District Committees which meet outside of the school day:

Tier I - \$900 (School Year)

Tier II - \$500 (School Year)

Tier III - \$275 (School Year)

Tier IV - \$175 (School Year)

Tier V - \$75 (School Year)

Tier VI - \$0 (School Year)

Please refer to Appendix A for placement of district level committees.

Bargaining Unit Members who participate in compensated district level committee work must notify their direct supervisor of their committee involvement. Membership and authorization for annual compensation for district level committees shall be given by the authorizing administrator. In order to receive full compensation, members must participate in a minimum of 85% of the meetings scheduled. Staff with less than 85% participation will receive a reduced rate based on their individual percentage of participation. Staff with less than 85% participation will receive a reduced rate based on their individual percentage of participation. Payment will be received in a lump sum payment no later than June 30 of the school year in which the committee work was completed.

No committee pay shall be awarded to an individual if the payment results in an additional TRS payment by the Board.

If additional work during the summer is requested by district administration, the teacher shall receive an hourly rate equal to thirty percent (30%) of the daily substitute teacher rate.

The District Administration and the Association shall collaboratively determine the placement of any new committees to the appropriate Tier. Additionally, the District Administration and the Association will review the committees and their workload from the previous school year to determine if the current Tier assignment needs

to be adjusted. Prior to serving on a committee, staff will be notified if it is a compensated committee as well as the Tier Level for compensation.

Appendix A

Tier I - \$900 (School Year)

- Any new state standard adopted curriculum committee requiring curriculum development, writing of common assessments, rubrics, answer keys, and directions
 - SAC
- New comprehensive instructional plan committee requiring a comprehensive instructional plan development.
 - Personalized Learning

Tier II - \$500 (School Year)

- Any curriculum renewal curriculum committee requiring curriculum revisions, revisions to common assessments, rubrics, answer keys, and directions.
 - SAC
- Curriculum Coordinating Council

Tier III - \$275 (School Year)

- Any curriculum committee in maintenance years requiring curriculum validation and assessment validation.
 - SAC
- Student Growth Advisory Committee

Tier IV - \$175 (School Year)

- Teacher's Professional Evaluation Plan Committee
- Insurance Committee
- Yorkville University
- Gifted, Advance, and Honors

Tier V - \$75 (School Year)

- Any committees, outside of those listed above which meet during the school day.

Tier VI - \$0 (School Year)

- Those committees designated as voluntary without compensation.

Negotiation Item #13: Working Conditions: Professional Responsibilities

Professional responsibilities shall include, but not be limited to, parent conferences, individual assistance to students, implementation of student discipline, and building and/or district level meetings and committees.

Negotiation Item #14: Working Conditions: Teacher Evaluation

Each year an Association and Administration evaluation committee shall be formed. This committee shall include: the Superintendent or designees, YEA President or designees, a teacher from each building, and at least one (1) Principal from the District. This committee shall meet a minimum of four times per year with the first occurring within the first four weeks of the beginning of school. The final meeting should occur prior to the last four weeks of school ending. The committee may make recommendations for any necessary changes. These plan changes shall be incorporated by mutual agreement of the Association and Administration. This committee shall also review any concerns (not outcomes) regarding the evaluation procedure.

Negotiation Item #15: Working Conditions: Collaboration Time

Collaboration Time Language:

The use of weekly Collaboration time will be used to provide opportunities for building and district level professional learning conversations, professional development trainings/activities, and devoted time for School Improvement Planning facilitated by district and/or building teams beginning in the 2016-17 school year. Staff will be expected to actively participate in collaboration time one day per week for sixty (60) minutes. Any staff member who misses the scheduled meeting will be expected to make up the time on a designated date and time to be decided by building or district level administration. The district administration will establish the schedule for weekly collaboration time and will provide this schedule prior to the last day of school for the upcoming school year.

Staff shall report to their buildings 15 minutes prior to the student day and remain 15 minutes after the student day, which is exclusive of the remaining 90 minutes. It is an expectation that a professional day will not limit teacher accessibility to students when a need is presented and that the remaining 90 minutes per week will be used in a flexible manner to attend other meetings, collaborate with colleagues, and/or attend to other professional responsibilities.

The parties recognize that a variety of teacher meetings are a necessary component to improving student performance. The parties also recognize that if such meetings become excessive, they may infringe on the time needed for teachers to properly prepare for their classes. Accordingly, if a teacher or the Association believes such meetings are unnecessarily impairing their ability to prepare for their classes, such teacher or Association representative will first meet with building administration to discuss the issue and resolve the concern. If the issue cannot be resolved at the building level, such teacher or Association representative will meet with the Superintendent or designee to discuss the issue and attempt to resolve the problem within ten (10) school days after such meeting is requested. A written decision will be sent to all concerned parties from the Superintendent or designee within ten (10) school days following the meeting.

Each work day preceding Thanksgiving, Winter Break, and Spring Break, on which students are dismissed early, the teacher shall be in attendance for a seven (7) hour day.

Negotiation Item #16: Donated Sick

Follow established guidelines through the YEA Sick Bank. No new language

Negotiation Item #17: Financial Contract Opener

In the event that legislation is passed that impacts the current structure for growth in levy extensions or GSA allocations that negatively impact District resources or shifts the burden for pension payments to the Board.

Negotiation Item #18: Insurance Language

Health Insurance

For the school terms of this agreement, the Board will provide three (3) insurance options for hospitalization, surgical, and major medical insurance including insurance for vision. These options are:

- 1) An HMO plan that includes a Single; Employee + One; and Family Option
- 2) A PPO plan that includes a Single; Employee + One; Family Option
- 3) A PPO plan with a Health Savings Account (HSA) option that includes a Single; Employee + One; Family Option.

Insurance Carrier

The Board will not unilaterally change Insurance Carriers.

Yorkville CUSD 115

Last and Final: Tentative Agreements

October 28, 2015



Tentative Agreements

○ ARTICLE I, Section 1. RECOGNITION	01-07-2015
○ ARTICLE II, Section 1. Retention of Management Rights	05-20-2015
○ ARTICLE III, Section 6. President Leave	01-07-2015
○ ARTICLE III, Section 8. Newly-Hired Employees	01-07-2015
○ ARTICLE III, Section 9. Teacher Institute Participation	01-07-2015
○ ARTICLE VII, Section 4. Dependent Insurance	01-07-2015
○ ARTICLE VII, Section 5. Pay Dates	01-07-2015
○ ARTICLE VII, Section 6. Number of Paychecks	01-14-2015
○ ARTICLE VII, Section 7. Paper Copies of Electronic Paycheck Stubs	01-07-2015
○ ARTICLE VIII, Section 2. Notification	01-07-2015
○ ARTICLE VIII, Section 3. Seniority	06-29-2015
○ ARTICLE VIII, Section 4. Seniority List	01-07-2015
○ ARTICLE IX, Section 1. Conferences, Clinics, Conventions, and Co-curricular Activities	01-07-2015
○ ARTICLE IX, Section 1. Sick Leave Bank	10-23-2015
○ ARTICLE IX, Section 3. Bus Duty	02-20-2015
○ ARTICLE IX, Section 4. School Calendar	02-20-2015
○ ARTICLE IX, Section 5. Workday, Paragraph 2.	01-07-2015
○ ARTICLE IX, Section 5. Workday, Paragraph 3.	01-07-2015
○ ARTICLE IX, Section 5. Insert New Teacher Training	07-08-2015
○ ARTICLE IX, Section 6. Summer School	09-25-2015
○ ARTICLE IX, Section 10. Inclusion	01-07-2015
○ ARTICLE IX, Section 13, Paragraph A. Planning Periods	06-29-2015
○ ARTICLE IX, Section 13, Paragraph B. Planning Periods	06-29-2015
○ ARTICLE IX, Section 13, Paragraph D. Itinerant Teachers	06-29-2015
○ ARTICLE IX, Section 14 (now 11). Physical Moves	02-20-2015
○ ARTICLE IX, Section 12. Student Discipline	01-07-2015
○ ARTICLE IX, Section 13, Paragraph B. Planning Periods	06-02-2015
○ ARTICLE IX, Section 18, Summer School	09-25-2015
○ ARTICLE X, Section 1. Notification of Assignment	02-20-2015
○ ARTICLE X, Section 3. Vacancy Listing	05-19-2015
○ ARTICLE XI, Section 1. Sick Leave	04-24-2015
○ ARTICLE XI, Section 2. Reimbursement	05-19-2015
○ ARTICLE XI, Section 5. Person Leave Guidelines	04-24-2015
○ ARTICLE XII, Section 3. Long Term Disability	10-05-2015
○ ARTICLE XII, Section 10. Co-Curricular	07-08-2015
○ NON-CONTRACTUAL SIDE LETTER, MENTORING, OF NEW TEACHERS COMMITTEE	07-08-2015

TA: ARTICLE I, Section 1. RECOGNITION

OLD

This agreement is entered into this 7th day of May, 2012 by and between the Board of Education of Yorkville Community Unit School District 115, Kendall County, Illinois, hereinafter referred to as the "Board" and the Yorkville Education Association/IEA-NEA, hereinafter referred to as the "Association," which is hereby recognized as the sole and exclusive bargaining agent for all full-time regularly employed, certified classroom teaching personnel, hereinafter referred to as "teachers" or "employees" except for the Superintendent, Associate Superintendent, Assistant Superintendent, Business Manager, Building Principal(s), Assistant Principal(s), Technology Coordinator(s), substitute teachers, teacher aides with or without teaching certificates, as well as any other employee who is supervisory, managerial, and/or confidential as defined by Public Act 83-1014, its amendments, or its rules, as well as those teachers and other personnel who are employed and/or supervised by any cooperative agency whose duty is to serve the Board.

NEW

This agreement is entered into this ____ day of ____, 2015 by and between the Board of Education of Yorkville Community Unit School District 115, Kendall County, Illinois, hereinafter referred to as the "Board" and the Yorkville Education Association/IEA-NEA, hereinafter referred to as the "Association," which is hereby recognized as the sole and exclusive bargaining agent for all full-time regularly employed, certified classroom teaching personnel, and department chairs, hereinafter referred to as "teachers" or "employees" except for the Superintendent, all district and building administrators, substitute teachers, and support staff with or without teaching certificates, as well as any other employee who is supervisory, managerial, and/or confidential as defined by Public Act 83-1014, its amendments, or its rules, as well as those teachers and other personnel who are employed and/or supervised by any cooperative agency whose duty is to serve the Board.

This agreement is entered into this 7th day of May, 2012 2015 by and between the Board of Education of Yorkville Community Unit School District 115, Kendall County, Illinois, hereinafter referred to as the "Board" and the Yorkville Education Association/IEA NEA, hereinafter referred to as the "Association," which is hereby recognized as the sole and exclusive bargaining agent for all full time regularly employed, certified classroom teaching personnel, and department chairs, hereinafter referred to as "teachers" or "employees" except for the Superintendent, Associate Superintendent, Assistant Superintendent, Business Manager, Building Principal(s), Assistant Principal(s), Technology Coordinator(s) all district and building administrators, substitute teachers, teacher-aides and support staff with or without teaching certificates, as well as any other employee who is supervisory, managerial, and/or confidential as defined by Public Act 83 1014, its amendments, or its rules, as well as those teachers and other personnel who are employed and/or supervised by any cooperative agency whose duty is to serve the Board.

Yorkville CUSD 115

DATE:

[Signature]
1-7-2015

YEA

DATE:

[Signature]
1-7-15

TA: ARTICLE II, Section 1. Management Rights

OLD

ARTICLE II, Section 1. Retention of Management Rights

Section 1. Reimbursement

D. To establish educational programs, courses of instruction, extra-curricular programs and to determine the means, methods and personnel by which such programs are to be provided.

NEW

ARTICLE II, Section 1. Retention of Management Rights

Section 1. Reimbursement

D. To establish educational programs, courses of instruction, extra-curricular programs and to determine the means, methods and personnel by which such programs are to be provided. All teacher created resources are bound by Copyright Board Policy 5:170.

ARTICLE II, Section 1. Retention of Management Rights

Section 1. Reimbursement

D. To establish educational programs, courses of instruction, extra-curricular programs and to determine the means, methods and personnel by which such programs are to be provided. All teacher created resources are bound by Copyright Board Policy 5:170.

Yorkville CUSD 115

DATE:

Dean Romano
5-20-15

YEA

DATE:

Melissa Ventura
5-20-15

TA: ARTICLE III, Section 6. President Leave

OLD

The President or designee shall be allowed to be absent from the building for the purpose of conducting business of the Association providing that approval from the building Principal was received. In addition, the President, the building Principal, and a District representative shall meet before the school year to discuss a work schedule that provides the President daily release time for the purpose of conducting business of the Association in the following amounts:

Elementary School: Approximately three (3) hours per day.

Middle School: Three (3) class periods per day.

High School: Three (3) class periods per day.

NEW

The President or designee shall be allowed to be absent from the building for the purpose of conducting business of the Association providing that approval from the building Principal was received. In addition, the President, the building Principal, and a District representative shall meet before the school year to discuss a work schedule that provides the President daily release time for the purpose of conducting business of the Association in the following amounts:

Elementary School: Approximately 50% of each school day.

Middle School: Approximately 50% of each school day.

High School: Approximately 50% of each school day.

In all cases, every attempt will be made to make the release time consecutive. Additionally, the Association President will not be responsible for any additional supervision duties.

The President or designee shall be allowed to be absent from the building for the purpose of conducting business of the Association providing that approval from the building Principal was received. In addition, the President, the building Principal, and a District representative shall meet before the school year to discuss a work schedule that provides the President daily release time for the purpose of conducting business of the Association in the following amounts:

Elementary School: Approximately ~~three (3) hours per~~ 50% of each school day.

Middle School: ~~Approximately Three (3) class periods per~~ 50% of each school day.

High School: ~~Approximately Three (3) class periods per~~ 50% of each school day.

In all cases, every attempt will be made to make the release time consecutive. Additionally, the Association President will not be responsible for any additional supervision duties.

Yorkville CUSD 115

DATE: 1-7-15

YEA *Yvonne M. Venturi*

DATE: 1-7-15

TA: ARTICLE III, Section 8. Newly-Hired Employees

OLD

Within ten (10) days after their hiring, the names of newly-hired teachers shall be sent to two (2) members of the Association executive board who have been designated by the Association President.

NEW

Within ten (10) days after their hiring, the names of newly-hired teachers shall be sent to the Association President.

Within ten (10) days after their hiring, the names of newly hired teachers shall be sent to ~~two (2) members of the Association executive board who have been designated by~~ the Association President.

Yorkville CUSD 115

DATE:

Angie Courtney
1-7-15

YEA

DATE:

Melinda M. Vester
1-7-15

TA: ARTICLE III, Section 9. Teacher Institute Participation

OLD

On the first Teacher Institute day, the Association shall be given the last thirty (30) minutes of general assembly time to conduct Association business. The exact time shall be determined by the Superintendent after a discussion with the YEA President.

The President of the Association shall be recognized during the opening day ceremonies.

NEW

On the first and last Teacher Institute day, the Association shall be given sixty (60) minutes of general assembly time to conduct Association business. The exact time shall be determined by the Superintendent after a discussion with the YEA President.

On the first and last Teacher Institute day, the Association shall be given ~~the last thirty~~ sixty (60) minutes of general assembly time to conduct Association business. The exact time shall be determined by the Superintendent after a discussion with the YEA President.

~~The President of the Association shall be recognized during the opening day ceremonies.~~

Yorkville CUSD 115

Tray A. Cooney
DATE: 1-7-15

YEA

Matt M. Ventres
DATE: 1-7-15

TA: ARTICLE VII, Section 4. Dependent Insurance

OLD

Payroll deductions will be made for dependent insurance coverage upon an approved written application in accordance with the insurance carrier's procedures.

NEW

Payroll deductions will be made for dependent insurance coverage upon an approved application in accordance with the insurance carrier's procedures.

Payroll deductions will be made for dependent insurance coverage upon an approved ~~written~~ application in accordance with the insurance carrier's procedures.

Yorkville CUSD 115

DATE:

Gregory
1-7-2015

YEA

DATE:

Matthew M. Venetian
1-7-15

TA: ARTICLE VII, Section 5. Pay Dates

OLD

Pay days shall be the 15th and the 30th, or last day of February, beginning September 15th. If a regular pay date falls on a day when school is not in session, employees shall receive their checks on the last work day prior to the 15th and 30th. During spring and winter vacations, checks will be delivered as soon as possible, but no later than the last working day of the District Business Office.

During summer vacation, checks will be mailed so that they reach employees on the appropriate pay day.

NEW

Pay days shall be the 15th and the 30th, or last day of February, beginning September 15th. If a regular pay date falls on a day when school is not in session, employees shall receive their checks on the last work day prior to the 15th and 30th. During spring and winter vacations, checks will be delivered as soon as possible, but no later than the last working day of the District Business Office.

During summer vacation, checks will be mailed so that they reach employees on the appropriate pay day for those employees who have not elected to receive pay via direct deposit.

Pay days shall be the 15th and the 30th, or last day of February, beginning September 15th. If a regular pay date falls on a day when school is not in session, employees shall receive their checks on the last work day prior to the 15th and 30th. During spring and winter vacations, checks will be delivered as soon as possible, but no later than the last working day of the District Business Office.

During summer vacation, checks will be mailed so that they reach employees on the appropriate pay day for those employees who have not elected to receive pay via direct deposit.

Yorkville CUSD 115

DATE:

1-7-15

YEA

DATE:

1-7-15

TA: ARTICLE VII, Section 6. Number of Paychecks

OLD

Teachers shall have the option of being paid on a ten (10)-month basis (twenty (20) equal pay installments) or a twelve (12)-month basis (twenty-four (24) equal pay installments). Teachers must file their written election with the District Business Office on or before September 1st of each school year. No corrections or changes in the number of pay periods will be accepted after this date. Teachers who fail to submit a written election by the required date shall be paid on a twelve (12) -month basis. The District will provide teachers with a separate accounting for payments made in addition to their regular salary.

NEW

Teachers shall have the option of being paid on a ten (10)-month basis (twenty (20) equal gross pay installments) or a twelve (12)-month basis (twenty-four (24) equal gross pay installments). Teachers must file their written election with the District Business Office on or before September 1st of each school year. No corrections or changes in the number of pay periods will be accepted after this date. Teachers who fail to submit a written election by the required date shall be paid on a twelve (12) -month basis. The District will provide teachers with a separate accounting for payments made in addition to their regular salary. TRS deductions for creditable earnings will occur starting on the first payroll in September and continue through the last payroll in June of each school year. Paychecks during July and August will not have a TRS deduction.

Teachers shall have the option of being paid on a ten (10) month basis (twenty (20) equal gross pay installments) or a twelve (12) month basis (twenty-four (24) equal gross pay installments). Teachers must file their written election with the District Business Office on or before September 1st of each school year. No corrections or changes in the number of pay periods will be accepted after this date. Teachers who fail to submit a written election by the required date shall be paid on a twelve (12) month basis. The District will provide teachers with a separate accounting for payments made in addition to their regular salary. TRS deductions for creditable earnings will occur starting on the first payroll in September and continue through the last payroll in June of each school year. Paychecks during July and August will not have a TRS deduction.

Yorkville CUSD 116

DATE:

Y. Benfey
1-14-2015

YEA

DATE:

Y. Benfey
1-14-15

TA: ARTICLE VII, Section 7. Paper Copies of Electronic Paycheck Stubs

OLD

Teachers shall have the option of receiving paper copies of their paycheck stubs in accordance with the procedures for requesting such paper copies listed on the (Employee Forms) page of the District's website.

NEW

Entire Section deleted.

~~Teachers shall have the option of receiving paper copies of their paycheck stubs in accordance with the procedures for requesting such paper copies listed on the (Employee Forms) page of the District's website.~~

Yorkville CUSD 115

DATE:

Tray Conley
1-7-15

YEA

DATE:

Unpublished M. Venetiti
1-7-15

TA: ARTICLE VIII, Section 2. Notification

OLD

The Superintendent, or his designee, shall notify the Association President by March 1st that staff reductions may be necessary. Any pertinent information supporting the anticipated need to reduce staff shall be available to the public at a meeting of the Board of Education in March.

NEW

The Superintendent, or designee, shall provide the "honorable dismissal list", as defined by PA 097-0008 (SB7), as well as a notification as to the possible reduction in force to the Association President 75 calendar days prior to the end of the school year. Any final notification of a reduction in force will occur prior to 45 calendar days prior to the end of the school year.

The Superintendent, or ~~his~~ designee, shall ~~notify~~ provide the "honorable dismissal list", as defined by PA 097-0008 (SB7), as well as a notification as to the possible reduction in force to the Association President by ~~March 1st~~ 75 calendar days prior to the end of the school year. ~~that staff reductions may be necessary. Any pertinent information supporting the anticipated need to reduce staff shall be available to the public at a meeting of the Board of Education in March. Any final notification of a reduction in force will occur prior to 45 calendar days prior to the end of the school year.~~

Yorkville CUSD 115

DATE:

Shay Cousley
1-7-15

YEA

DATE:

Marcia M. Varatini
1-7-15

TA: ARTICLE VIII, Section 3. Seniority

OLD

Length of continuous service in the District as utilized in Section 24-12 of the School Code will be defined as follows:

- A. Years of continuous service as a teacher in the District starting with the date of the official Board action. Less than full-time teaching service will be computed on a pro rata basis as of the 1995-96 contract.
- B. If a tie remains after the application of the above procedures Education beyond the Bachelors Degree which is allowed as credit on the salary schedule shall be used.
- C. Any further ties to be determined by the drawing of lots with the affected teachers and the Association President being present.

NEW

If two or more teachers otherwise have equal seniority based on their length of continuous service in the District, as utilized in Section 24-12 of the *Illinois School Code*, and one or more is to be honorably dismissed, seniority order shall be determined by, in order:

- A. Highest degree earned;
- B. Most credit hours beyond the highest degree applicable to the lanes.
- C. Date and time stamp upon the receipt of their letter of acceptance;
- D. Any further ties to be determined by the drawing of lots with the affected teachers and the Association President being present.

~~If two or more teachers otherwise have equal seniority based on their L~~ length of continuous service in the District, as utilized in Section 24-12 of the *Illinois School Code*, ~~and one or more is to be honorably dismissed, seniority order shall be determined by, in order:~~ will be defined as follows:

- ~~A. Years of continuous service as a teacher in the District starting with the date of the official Board action. Less than full-time teaching service will be computed on a pro rata basis as of the 1995-96 contract.~~
- ~~B. A. Highest degree earned; If a tie remains after the application of the above procedures Education beyond the Bachelors Degree which is allowed as credit on the salary schedule shall be used.~~
- ~~B. Most credit hours beyond the highest degree applicable to the lanes.~~
- ~~C. Date and time stamp upon the receipt of their letter of acceptance;~~
- ~~C. D. Any further ties to be determined by the drawing of lots with the affected teachers and the Association President being present.~~

Yorkville CUSD 115

Dean Romanos

DATE:

6-29-15

YEA

Matthew W. Wetherill

DATE:

6-29-15

TA: ARTICLE VIII, Section 3. Seniority

OLD

Length of continuous service in the District as utilized in Section 24 12 of the School Code will be defined as follows:

- A. Years of continuous service as a teacher in the District starting with the date of the official Board action. Less than full time teaching service will be computed on a pro rata basis as of the 1995-96 contract.
- B. If a tie remains after the application of the above procedures Education beyond the Bachelors Degree which is allowed as credit on the salary schedule shall be used.
- C. Any further ties to be determined by the drawing of lots with the affected teachers and the Association President being present.

NEW

Length of continuous service in the District as utilized in Section 24-12 of the School Code will be defined as follows:

- A. Years of continuous service as a teacher in the District starting with the date of the official Board action. Less than full-time teaching service will be computed on a pro rata basis as of the 1995-96 contract.
- B. If a tie remains after the application of the above procedures Education beyond the Bachelor's Degree which is allowed as credit on the salary schedule shall be used.
- C. Any further ties to be determined by the drawing of lots with the affected teachers and the Association President being present.

Length of continuous service in the District as utilized in Section 24 12 of the School Code will be defined as follows:

- A. Years of continuous service as a teacher in the District starting with the date of the official Board action. Less than full time teaching service will be computed on a pro rata basis as of the 1995 96 contract.
- B. If a tie remains after the application of the above procedures Education beyond the ~~Bachelors~~**Bachelor's** Degree which is allowed as credit on the salary schedule shall be used.
- C. Any further ties to be determined by the drawing of lots with the affected teachers and the Association President being present.

Yorkville CUSD 115

DATE:

1-7-15

YEA

DATE:

1-7-15

TA: ARTICLE VIII, Section 4. Seniority List

OLD

By February 1st annually, the Board will publish a seniority list which is prepared according to the provisions herein. This list will be given to the President of the Association and posted in the teacher's lounge of each building. The list will include the teacher's responsibility to respond to any discrepancies. Each teacher shall have thirty (30) calendar days thereafter to file written objection to his/her ranking. A teacher's failure to make a timely objection shall be deemed an acceptance of the ranking, and the teacher cannot thereafter challenge his/her seniority until the following year.

NEW

By February 1st annually, the Board will publish a seniority list which is prepared according to the provisions herein. This list will be given to the President of the Association and posted in each building or electronically in a secure location. The list will include the teacher's responsibility to respond to any discrepancies. Each teacher shall have thirty (30) calendar days thereafter to file written objection to his/her ranking. A teacher's failure to make a timely objection shall be deemed an acceptance of the ranking, and the teacher cannot thereafter challenge his/her seniority until the following year.

By February 1st annually, the Board will publish a seniority list which is prepared according to the provisions herein. This list will be given to the President of the Association and posted in ~~the teacher's lounge~~ of each building or electronically in a secure location. The list will include the teacher's responsibility to respond to any discrepancies. Each teacher shall have thirty (30) calendar days thereafter to file written objection to his/her ranking. A teacher's failure to make a timely objection shall be deemed an acceptance of the ranking, and the teacher cannot thereafter challenge his/her seniority until the following year.

Yorkville CUSD 115

DATE:

Tracy County
1-7-15

YEA

DATE:

Marcus M. Venturi
1-7-15

Contract Proposal #12

Date and Time of Submittal:

To Administration, From YEA: October 23, 2015

T.A.

DIIS: Dean Romano Oct 23, 2015 1:11pm

YEA: Matthew M. Veretta

Sick Leave Bank:

Section 1. Qualifying Definition

- a. The bank is only accessible for a major personal illness or accident of the employee, which may be life-threatening or catastrophic in nature and may result in hospitalization, requiring ongoing and prolonged absence from work.
- b. The bank shall not be used for illness or accident of anyone else other than the employee.

Section 2. Accumulation

- a. Each full-time teacher shall donate one (1) day of sick leave upon employment in the district, within one month of the 1st day of school for that year. Each half-time teacher shall donate half (1/2) of sick a sick leave day upon employment in the district.
- b. Any teacher who chooses to join the sick bank after the initial employee sign up, will be required to donate one day per year employed in the district. Sign-up will occur during the first month of school each year.
- c. If the bank shall ever fall below 100 days, each teacher participating in the bank shall donate one day, half-time teachers will donate a half (1/2) sick day. If a participant does not have a sick day to contribute during this current school year, the sick leave day will be contributed at the beginning of the next school year without any lapse in sick leave bank eligibility. If a teacher has submitted and been Board approved for retirement, the teacher does not need to submit a day during this fall point.
- d. Upon retirement, the retiree can elect to donate any unused sick leave days to the sick bank.
- e. Between January 1, 2013 and March 1, 2013 any member not currently participating in the sick bank will be able to join upon the donation of one day without penalty as stated in 2b. Half-time (1/2) employees shall donate ½ a sick day.
- f. Teachers hired to fulfill a one-year or a grant position can opt in upon hire, but may also choose to wait to donate to the sick bank until the following year with no penalty.

Section 3. Qualification

- a. Upon assessing the bank, the teacher should contact the Teachers' Retirement Service to determine whether he/she qualifies for disability coverage.
- b. Teachers receiving workers compensation or TRS disability benefits are not eligible to access the sick leave bank.
- c. The teacher is responsible for applying to use sick leave bank days. The teacher must submit medical certification of the need for the sick leave bank days and his/her medical treatment plan with his/her application.
- d. A teacher must have exhausted all individual accumulated sick leave days. A teacher must have been absent from employment for twenty (20) days as a consequence of the illness.
- e. The bank shall not be applicable for elective surgery which may be safely deferred until a vacation or recess period.
- f. If an employee elects not to participate in the sick bank by donating a day, they are ineligible to access the days in the sick bank.
- g. If the illness spans into the next school year, the employee will need to reapply for use of the sick bank.

Section 4. Benefit

- a. A teacher who qualifies may draw from the bank in accordance with the chart below:

Current Year of District Service	Available Sick Bank Days During those Years of Service
1-4	20 Days
5-9	40 Days
10+	80 Days

**Half time employees shall receive half of the allotted sick days.*

- b. The teachers shall not have to pay back in any manner the number of days borrowed from the bank.
- c. An employee shall not be eligible to use more than eighty (80) days from the Bank for any single illness or disability, provided that if the use of the Bank shall extend into a second school term, the total number of days shall not exceed eighty (80)

Section 5. Sick Leave Bank Committee Guidelines

- a. The Sick Bank shall operate by a committee consisting of one (1) staff member from each tier of service attempting to represent a variety of schools, one (1) YEA Officer. This position will be appointed by the YEA Executive board with a term of service at least one school year.
- b. The Sick Bank Committee shall be responsible for reviewing all applications, medical certifications and medical plans in order to determine member eligibility for the use of any sick bank days.
- c. A completed *Sick Bank Request Form* Application shall be submitted to the Human Resources Department within the first 20 days of illness. Once the Human Resource Department verifies all documentation is received, the Sick Bank Committee will be notified.
- d. The committee will review the application within five (5) days of receipt of documentation from Human Resources to grant or deny sick leave according to the Sick Bank Contract Language. The member shall be notified within five (5) days of the committee's decision. In case of denial, the committee shall cite the section of policy or procedure that prevented the member from qualifying for the requested days.
- e. Any member denied sick bank days may request a hearing before the committee and YEA Executive Board, and/or may ask for the evidence used by the committee to reach its decision.
- f. Building Reps will be notified by the Sick Bank Committee when the sick bank reaches a level of 140 days remaining.
- g. The Sick Bank Committee shall prepare a summary at the beginning of each year stating the balance of days carried over from the previous year, total contributions for the year, total withdrawals and the final year-end balance. The committee shall work in tandem with the administrative staff to ensure all data is accurate.

The awarding of days from the Sick Leave Bank shall be at the sole discretion of the Association. The Association agrees to defend the Board and to indemnify the Board.

TA: ARTICLE IX, Section 1. Conferences, Clinics, Conventions, and Co-curricular Activities

OLD

A teacher may be granted two (2) days of released time from school to attend educational conferences, clinics, conventions, or co-curricular activities of which they are involved, by the Principal's permission and within the fiscal resources available to the building. The admission costs, travel, and fees to conferences, clinics, conventions, and co-curricular activities shall be paid by the District.

NEW

A teacher may be granted release time from school to attend educational conferences, clinics, conventions, or co-curricular activities of which they are involved, by the Principal and District approval. The admission costs, travel costs, and/or fees to conferences, clinics, conventions, and co-curricular activities may be paid by the District based on annual budgetary constraints.

A teacher may be granted ~~two (2) days of released~~ time from school to attend educational conferences, clinics, conventions, or co-curricular activities of which they are involved, by the Principal's and District approval ~~permission and within the fiscal resources available to the building~~. The admission costs, travel costs, and/or fees to conferences, clinics, conventions, and co-curricular activities ~~shall~~ may be paid by the District based on annual budgetary constraints.

Yorkville CUSD 115

DATE:

Shirley Conner
1-7-15

YEA

DATE:

Martha M. Venturi
1-7-15

TA: ARTICLE IX, Section 3. Bus Duty

OLD

Section 3. Bus Duty

NEW

Section 3. AM/PM Supervision

Title change of section only

Yorkville CUSD 115

Thay Country

DATE:

2-20-15

YEA

Martha M. Venetian

DATE:

2-20-15

TA: ARTICLE IX, Section 4. School Calendar

OLD

Unused emergency days shall not become work days.

No later than January, the Superintendent shall meet with a committee of teachers, one from each building and the President or other Association representative to discuss the calendar for the coming year.

Effective with the 2012-2013 school calendar, two additional non-student contact teacher staff development days will be added to the contract. The dates of these staff development days will be determined by the Superintendent through the current calendar development process.

NEW

Unused emergency days shall not become work days.

No later than January, the Superintendent and/or designee(s) shall meet with a committee of teachers and the President or designee to discuss the calendar for the coming year.

The School Calendar shall consist of one hundred eighty two (182) days with a minimum of five (5) teacher institute days.

Unused emergency days shall not become work days.

No later than January, the Superintendent ~~and/or designee(s)~~ shall meet with a committee of teachers, ~~one from each building~~ and the President or ~~other Association representative~~ designee to discuss the calendar for the coming year.

The School Calendar shall consist of one hundred eighty two (182) days with a minimum of five (5) teacher institute days. Effective with the 2012-2013 school calendar, two additional non-student contact teacher staff development days will be added to the contract. The dates of these staff development days will be determined by the Superintendent through the current calendar development process.

Yorkville CUSD 115

DATE:

Tracy Cantley
1-7-15

YEA

DATE:

Mark M. Verotini
1-7-15

TA: ARTICLE IX, Section 4. School Calendar

OLD

Teachers required by the district to pack and unpack substantially all materials from their classrooms for whatever reason will be compensated with one (1) day of substitute pay.

NEW

Unused emergency days shall not become work days.

No later than January, the Superintendent and/or designee(s) shall meet with a committee of teachers and the President or designee to discuss the calendar for the coming year.

The School Calendar shall consist of one hundred eighty two (182) days which includes a minimum of five (5) teacher institute days.

Unused emergency days shall not become work days.

No later than January, the Superintendent and/or designee(s) shall meet with a committee of teachers and the President or designee to discuss the calendar for the coming year.

The School Calendar shall consist of one hundred eighty two (182) days **with which includes** a minimum of five (5) teacher institute days.

Yorkville CUSD 115

DATE:

[Signature]
2-20-15

YEA

DATE:

[Signature]
2-20-15

TA: ARTICLE IX, Section 5. Workday, paragraph 2

OLD

The parties recognize that a variety of teacher meetings are a necessary component to improving student performance. The parties also recognize that if such meetings become excessive, they may infringe on the time needed for teachers to properly prepare for their classes. Accordingly, if a teacher or the Association believes such meetings are unnecessarily impairing their ability to prepare for their classes, such teacher or Association representative will meet with the Assistant Superintendent for Human Resources to discuss the issue and attempt to resolve the problem within five (5) school days after such meeting is requested. A written decision will be sent to all concerned parties from the Assistant Superintendent for Human Resources within ten (10) school days following the meeting.

NEW

The parties recognize that a variety of teacher meetings are a necessary component to improving student performance. The parties also recognize that if such meetings become excessive, they may infringe on the time needed for teachers to properly prepare for their classes. Accordingly, if a teacher or the Association believes such meetings are unnecessarily impairing their ability to prepare for their classes, such teacher or Association representative will meet with the Superintendent or designee to discuss the issue and attempt to resolve the problem within five (5) school days after such meeting is requested. A written decision will be sent to all concerned parties from the Superintendent or designee within ten (10) school days following the meeting.

The parties recognize that a variety of teacher meetings are a necessary component to improving student performance. The parties also recognize that if such meetings become excessive, they may infringe on the time needed for teachers to properly prepare for their classes. Accordingly, if a teacher or the Association believes such meetings are unnecessarily impairing their ability to prepare for their classes, such teacher or Association representative will meet with the ~~Assistant Superintendent for Human Resources~~ Superintendent or designee to discuss the issue and attempt to resolve the problem within five (5) school days after such meeting is requested. A written decision will be sent to all concerned parties from the ~~Assistant Superintendent for Human Resources~~ Superintendent or designee within ten (10) school days following the meeting.:

Yorkville CUSD 115

DATE:

Tracy County
1-7-15

YEA

DATE:

Martha M. Verolotti
1-7-15

TA: ARTICLE IX, Section 5. Workday, paragraph 3

OLD

Each work day preceding Thanksgiving, Winter Break, and Spring Break, students shall be dismissed one hour early. Teachers shall be allowed to leave fifteen (15) minutes after the students are dismissed.

NEW

Each work day preceding Thanksgiving, Winter Break, and Spring Break, on which students are dismissed early, the teachers shall be in attendance for a seven (7) hour day.

Each work day preceding Thanksgiving, Winter Break, and Spring Break, on which students ~~shall~~ are ~~be~~ dismissed ~~one-hour~~ early, the teachers shall be in attendance for a seven (7) hour day. ~~Teachers shall be allowed to leave fifteen (15) minutes after the students are dismissed.~~

Yorkville CUSD 115

DATE:

Shog County
1-7-15

YEA

DATE:

Martina M. Venetian
1-7-15

TA: ARTICLE IX, Section 5 New Teacher Training

OLD

- Section 5. Work Day**
 - Section 6. District Committees**
 - Section 7. Evaluation**
 - Section 8. Extra Duty Pay Dates**
 - Section 9. Parent Conferences**
-

NEW

Section 5. New Teacher Training

All first and second year teachers hired as of the 2015-16 school year will be required to participate in the following training:

- First year teachers shall be required to participate in three days of additional training to be completed prior to the first day of student attendance. Furthermore, first year teachers will be required to participate in eight (8) two hour sessions of additional training to be completed outside of the contractual day.
- Second year teachers will be required to participate in four (4) two hour sessions of additional training to be completed outside of the contractual day.

This program is district level based and building and/or district level implemented.

- Section 6. Work Day**
- Section 7. District Committees**
- Section 8. Evaluation**
- Section 9. Extra Duty Pay Dates**
- Section 10. Parent Conferences**

Section 5. Work Day New Teacher Training

All first and second year teachers hired as of the 2015-16 school year will be required to participate in the following training:

- First year teachers shall be required to participate in three days of additional training to be completed prior to the first day of student attendance. Furthermore, first year teachers will be required to participate in eight (8) two hour sessions of additional training to be completed outside of the contractual day.
- Second year teachers will be required to participate in four (4) two hour sessions of additional training to be completed outside of the contractual day.

This program is district level based and building and/or district level implemented.

Section 6. Work Day

Section 7. District Committees

Section 78. Evaluation

Section 89. Extra Duty Pay Dates

Section 910. Parent Conferences

Yorkville CUSD 115

Dean Romanos

DATE:

7-8-15

YEA

Martha Venturi

DATE:

7.8.15

OLD

New

NEW

Staff members of District 115 shall have the opportunity to apply for teaching positions in any summer school program of the district before recruiting non-staff members. The exception shall be when no staff member is qualified to provide a special skill or talent needed in the summer school. Summer school teachers will be paid at an hourly rate equal to 30% of the daily rate of substitute pay. Summer school teachers are expected to report to their buildings a minimum of fifteen (15) minutes prior to the student day and remain a minimum of fifteen (15) minutes after the student day. Summer school teachers will be notified of their assignments prior to the Board of Education's approval for hire.

Yorkville CUSD 115

Dean Roman
DATE: 9-25-15

YEA

Marta Vucitich
DATE: 9/25/15

TA: ARTICLE IX, Section 10. Inclusion

OLD

The Board and Association recognize that the Board of Education has a nongrievable duty and responsibility to provide disabled students with an appropriate education in the least restrictive environment in accordance with an individual educational program (IEP) or 504 Plan for each such student developed pursuant to a multidisciplinary conference involving school personnel, the student and the student's parents and/or guardians.

Accordingly, because these procedures may result in disabled students being placed in the "regular" classroom setting, the regular classroom teacher who currently teaches the disabled student and the regular classroom teacher who may be teaching the student (if such teacher is known) shall be invited to attend any multidisciplinary conference (Special Education or 504 staffing and/or annual review) as a full participant. Any teacher who teaches a disabled student shall be provided with the relevant information regarding the student's IEP, 504 Plan, and/or Behavior Management Plan to the extent permitted by law, to provide an appropriate education to such student. This information shall be provided before the disabled student begins class in a regular education classroom, if practical.

Upon request of the regular classroom teacher and special education teacher, the Principal, when appropriate and necessary, may in his/her discretion, provide an opportunity for (1) such teachers to meet during the teacher workday so that the student may be provided an appropriate education in accordance with the student's IEP or 504 Plan and/or (2) workshop training for the regular classroom teacher.

The Board shall periodically inform the Association, to the extent permitted by law, concerning the manner in which the Board is carrying out its duty to include disabled students in the regular classroom setting.

NEW

This section has been removed.

Yorkville CUSD 115

DATE:

1-7-15 [Signature]

YEA

DATE:

1-7-15 [Signature]

TA: ARTICLE IX, Section 14 (11). Physical Moves

MOU was moved into this section and the section changed from section 14 to 11.

OLD

Teachers required by the district to pack and unpack substantially all materials from their classrooms for whatever reason will be compensated with one (1) day of substitute pay.

NEW

The District's intent is to compensate for all packing and unpacking that will benefit both parties with prior Superintendent approval. Teachers will not be compensated for changing classrooms within the same building unless the move is due to a significant remodeling of the building. Compensation for staff packing and unpacking to move between buildings can only be initiated by the Superintendent, giving Building Principals, in writing, specific guidelines as to who is being requested to pack and unpack by the District. District staff members will then be directed in writing by their Principal the specific details of their packing and unpacking and produce this written directive with their request for payment by the District. Under the criteria above, the teachers will be compensated with one (1) day of substitute pay.

The District's intent is to compensate for all packing and unpacking that will benefit both parties with prior Superintendent approval. Teachers will not be compensated for changing classrooms within the same building unless the move is due to a significant remodeling of the building. Compensation for staff packing and unpacking to move between buildings can only be initiated by the Superintendent, giving Building Principals, in writing, specific guidelines as to who is being requested to pack and unpack by the District. District staff members will then be directed in writing by their Principal the specific details of their packing and unpacking and produce this written directive with their request for payment by the District. Under the criteria above, the Teachers required by the district to pack and unpack substantially all materials from their classrooms for whatever reason will be compensated with one (1) day of substitute pay.

Yorkville CUSD 115

DATE:

Troy Bonting
2-20-15

YEA

DATE:

Matthew M. Yanetani
2-20-15

TA: ARTICLE IX, Section 12. Student Discipline

OLD

Each building Principal or designee shall meet with his/her staff, as requested, to review student disciplinary issues. Additionally, the Association President or designee may meet with the Superintendent or designee upon the Association President's request to discuss issues related to student discipline. Thereafter, the Superintendent shall report the substance of such discussions and any outcomes to the Board of Education.

NEW

This section has been removed.

Yorkville CUSD 116

DATE:

Shirley Conner
1-7-15

YEA

DATE:

Matthew M. Vanotter
1-7-15

OLD

- A. High School Teachers. The normal teaching load for a teacher assigned to the high school and freshman academy shall include the five (5) instructional periods outlined above in addition to 1.5 periods of preparation as well as a duty of 24 minutes (for a yearly duration) or 48 minutes (for a duration of half a year) and ACCESS. Scheduled student contact time for high school teacher will be approximately 288 minutes per day.

For a teacher assigned to the high school and freshman academy, the normal teaching load under the schedule of forty-seven (47) minute periods should not exceed five (5) teaching periods per day, and subject preparations will not exceed three subjects, in the core academic areas; Math, Language Arts, Science and Social Studies, unless the Administration requests a fourth preparation in these core areas, in which case the affected teacher will not be assigned a teacher duty. This clause may not be in effect if the teacher requests a teaching assignment that has over three subject preparations. The limitation on the number of preparations does not include ACCESS. If required to teach more than five (5) classes per day, for a complete semester, a teacher shall be compensated at one-tenth (1/10) of the base salary per semester. This would be equal to one-fifth (1/5) of the base salary for a full year course. A semester is defined as approximately ninety (90) days with each class meeting forty-seven (47) minutes daily. Two (2) semesters would equal a one (1) year course.

NEW

- A. High School Teachers. The normal teaching load for a teacher assigned to the high school and freshman academy shall include the five (5) instructional periods outlined above in addition to 1.5 periods of preparation as well as a duty of 24 minutes (for a yearly duration) or 48 minutes (for a duration of half a year) and ACCESS. Scheduled student contact time for high school teacher will be approximately 288 minutes per day.

For a teacher assigned to the high school and freshman academy, the normal teaching load under the schedule of forty-seven (47) minute periods should not exceed five (5) teaching periods per day and an ACCESS. During ACCESS, teachers will monitor student grades, goal conference with students, provide additional student support in the teacher's content area, and facilitate district created materials.

Subject preparations will not exceed three subjects, in the core academic areas; Math, Language Arts, Science and Social Studies, unless the Administration requests a fourth preparation in these core areas, in which case the affected teacher will not be assigned a teacher duty. This clause may not be in effect if the teacher requests a teaching assignment that has over three subject preparations. If required to teach more than five (5) classes per day, for a complete semester, a teacher shall be compensated at one-tenth (1/10) of the base salary per semester. This would be equal to one-fifth (1/5) of the base salary for a full year course. A semester is defined as approximately ninety (90) days with each class meeting forty-seven (47) minutes daily. Two (2) semesters would equal a one (1) year course.

- A. High School Teachers. The normal teaching load for a teacher assigned to the high school and freshman academy shall include the five (5) instructional periods outlined above in addition to 1.5 periods of preparation as well as a duty of 24 minutes (for a yearly duration) or 48 minutes (for a duration of half a year) and ACCESS. Scheduled student contact time for high school teacher will be approximately 288 minutes per day.

For a teacher assigned to the high school and freshman academy, the normal teaching load under the schedule of forty-seven (47) minute periods should not exceed five (5) teaching periods per day, and an ACCESS. During ACCESS, teachers will monitor student grades, goal conference with students, provide additional student support in the teacher's content area, and facilitate district created materials.

~~subject~~ Subject preparations will not exceed three subjects, in the core academic areas; Math, Language Arts, Science and Social Studies, unless the Administration requests a fourth preparation in these core areas, in which case the affected teacher will not be assigned a teacher duty. This clause may not be in effect if the teacher requests a teaching assignment that has over three subject preparations. ~~The limitation on the number of preparations does not include ACCESS.~~ If required to teach more than five (5) classes per day, for a complete semester, a teacher shall be compensated at one-tenth (1/10) of the base salary per semester. This would be equal to one-fifth (1/5) of the base salary for a full year course. A semester is defined as approximately ninety (90) days with each class meeting forty-seven (47) minutes daily. Two (2) semesters would equal a one (1) year course.

Yorkville CUSD 115

Dean Roman
DATE: 6-29-15

YEA

Marta Vantore
DATE: 6-29-15

OLD

- D. Itinerant Teachers. Traveling teachers shall be provided preparation time comparable to that provided to elementary teachers and their travel time shall be counted as student contact time.

NEW

- D. Itinerant Teachers. Traveling teachers shall be provided preparation time comparable to that provided to elementary teachers and their travel time shall be counted as student contact time. If teachers are required, due to extenuating circumstances, to travel more than two buildings in one day, the Y.E.A. President will be notified.

- D. Itinerant Teachers. Traveling teachers shall be provided preparation time comparable to that provided to elementary teachers and their travel time shall be counted as student contact time. If teachers are required, due to extenuating circumstances, to travel more than two buildings in one day, the Y.E.A. President will be notified.

Yorkville CUSD 115

Dean Roman

DATE:

6-29-15

YEA

Martha Melton

DATE:

6-29-15

TA: ARTICLE IX, Section 13. Planning Periods

OLD

- B. Middle School Teachers. The normal teaching load in the middle school shall not exceed six (6) teaching periods per day. If required to teach more than six (6) classes per day a teacher shall be compensated at one-fifth (1/5) of the base salary. The normal teaching load shall also include a preparation period, which is comparable in length to one (1) teaching period.

NEW

- B. Middle School Teachers. The normal teaching load in the middle school shall not exceed six (6) teaching periods at 42 minutes and an Advisory. During Advisory teachers will monitor student grades, goal conference with students, provide additional student support in the teacher's content area, and facilitate district created materials. If required to teach more than six (6) classes per day a teacher shall be compensated at one-fifth (1/5) of the base salary. The normal teaching load shall also include a preparation period, which is comparable in length to one (1) teaching period.

- B. Middle School Teachers. The normal teaching load in the middle school shall not exceed six (6) teaching periods ~~per day~~ at 42 minutes and an Advisory. During Advisory teachers will monitor student grades, goal conference with students, provide additional student support in the teacher's content area, and facilitate district created materials. If required to teach more than six (6) classes per day a teacher shall be compensated at one-fifth (1/5) of the base salary. The normal teaching load shall also include a preparation period, which is comparable in length to one (1) teaching period.

Yorkville CUSD 115

DATE:

Dean Romanos
6-2-15

YEA

DATE:

Martha Ventresca
6-2-15

TA: ARTICLE IX, Section 13, Paragraph B. Planning Periods

OLD

- B. Middle School Teachers. The normal teaching load in the middle school shall not exceed six (6) teaching periods per day. If required to teach more than six (6) classes per day a teacher shall be compensated at one-fifth (1/5) of the base salary. The normal teaching load shall also include a preparation period, which is comparable in length to one (1) teaching period.

NEW

- B. Middle School Teachers. The normal teaching load in the middle school shall not exceed six (6) teaching periods at 42 minutes and an Advisory. During Advisory, teachers will monitor student grades, goal conference with students, provide additional support in the teacher's content area, and facilitate District created materials. If required to teach more than six (6) classes per day a teacher shall be compensated at one-fifth (1/5) of the base salary. The normal teaching load shall also include a preparation period, which is comparable in length to one (1) teaching period.

- B. Middle School Teachers. The normal teaching load in the middle school shall not exceed six (6) teaching periods at 42 minutes and an Advisory per day. During Advisory, teachers will monitor student grades, goal conference with students, provide additional support in the teacher's content area, and facilitate District created materials. If required to teach more than six (6) classes per day a teacher shall be compensated at one-fifth (1/5) of the base salary. The normal teaching load shall also include a preparation period, which is comparable in length to one (1) teaching period.

Yorkville CUSD 115

Dean Pomanos

YEA

Melinda Venetian

DATE:

6-29-15

DATE:

6-29-15

OLD

Department Chairs are not administrative positions and will remain as members of the Yorkville Education Association. Department Chairs at Yorkville High School will either possess a Type 75 certificate or be participating in a Type 75 program. Department Chairs will continue to have teaching responsibilities which will be determined by the size of the department and District initiatives that directly affect the department. Department Chairs will not have an assigned teacher duty. Department Chairs will only be involved in the formative evaluation process of department members. Summative evaluation of department members will be the responsibility of the building administration. Department Chairs will be compensated with a co-curricular stipend.

NEW

Department Chairs are not administrative positions and will remain as members of the Yorkville Education Association. Department Chairs at Yorkville High School will either possess or be working towards a Teacher Leader endorsement or a Principal endorsement with completion to occur within the current school year or possess a Type 75 endorsement. All Department Chairs must meet the evaluation training requirements, as defined by *Illinois School Code*, prior to conduction any teacher evaluation. Department Chairs will continue to have teaching responsibilities which will be determined by the size of the department and District initiatives that directly affect the department. Department Chairs will not have an assigned teacher duty. Department Chairs will only be involved in the formative evaluation process of department members. Summative evaluation of department members will be the responsibility of the building administration in collaboration with Department Chairs. Department Chairs will be compensated with a co-curricular stipend.

Department Chairs are not administrative positions and will remain as members of the Yorkville Education Association. Department Chairs at Yorkville High School will either possess or be working towards a Teacher Leader endorsement or a Principal endorsement with completion to occur within the current school year or possess a Type 75 certificate endorsement. All Department Chairs must meet the evaluation training requirements, as defined by Illinois School Code, prior to conduction any teacher evaluation. ~~or be participating in a Type 75 program.~~ Department Chairs will continue to have teaching responsibilities which will be determined by the size of the department and District initiatives that directly affect the department. Department Chairs will not have an assigned teacher duty. Department Chairs will only be involved in the formative evaluation process of department members. Summative evaluation of department members will be the responsibility of the building administration in collaboration with Department Chairs. Department Chairs will be compensated with a co-curricular stipend.

Yorkville CUSD 115

Dean Roman

DATE:

9/25/15

YEA

Matthew Verstra

DATE:

9/25/15

TA: ARTICLE X, Section 1. Notification of Assignment

OLD

An employee shall be given written notice of his/her assignment for the forthcoming year no later than June 1st preceding the new school term. In the event changes in such assignments are needed prior to the final registration date, the Employee affected shall be notified in writing. In the event that changes in assignment are needed after the final registration date, such notice will be provided to the teacher in person or by telephone and in writing as soon as possible after the administration determines that the change is needed.

If a teacher is subject to a change in assignment after the final registration date, a planning meeting with the Principal shall be scheduled to discuss the transition to the new assignment. The topics for discussion may include, but are not limited to, compensated time to occur before school starts to prepare for a change in grade level with or without the involvement of other staff members, potential release time during institute days, the equitable setup for a new classroom, and physical assistance with moving to a new classroom.

NEW

An employee shall be given written notice of his/her tentative assignment for the forthcoming year no later than one week prior to the last student attendance day proceeding the new school term. Assignment is to include building and level/content. In the event changes in such assignments are needed prior to the final registration date, the Employee affected shall be notified in writing. In the event that changes in assignment are needed after the final registration date, such notice will be provided to the teacher in person or by telephone and in writing as soon as possible after the administration determines that the change is needed.

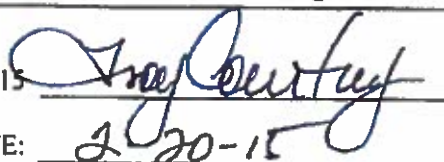
If a teacher is subject to a change in assignment within two weeks prior to the first day of student attendance, a planning meeting with the Principal shall be scheduled to discuss the transition to the new assignment. The topics for discussion may include, but are not limited to, compensated time to occur before school starts to prepare for a change in grade level with or without the involvement of other staff members, potential release time during institute days, the equitable setup for a new classroom, and physical assistance with moving to a new classroom.

An employee shall be given written notice of his/her tentative assignment for the forthcoming year no later than one week prior to the last student attendance day ~~June 1st~~ proceeding the new school term. Assignment is to include building and level/content. In the event changes in such assignments are needed prior to the final registration date, the Employee affected shall be notified in writing. In the event that changes in assignment are needed after the final registration date, such notice will be provided to the teacher in person or by telephone and in writing as soon as possible after the administration determines that the change is needed.

If a teacher is subject to a change in assignment within two weeks prior to the first day of student attendance ~~after the final registration date~~, a planning meeting with the Principal shall be scheduled to discuss the transition to the new assignment. The topics for discussion may include, but are not limited to, compensated time to occur before school starts to prepare for a change in grade level with or without the involvement of other staff members, potential release time during institute days, the equitable setup for a new classroom, and physical assistance with moving to a new classroom.


Yorkville CUSD 115

DATE:


2-20-15

YEA

DATE:


2-26-15

TA: ARTICLE X, Section 3. Vacancy Listing

OLD

Notification of all certified vacancies, complete with all prerequisites (qualifications and duties), shall be posted on the District website and e-mailed to the Association president.

NEW

Notification of all certified vacancies shall be posted electronically on the District website complete with all prerequisites (qualifications and duties) and notification e-mailed with a link to the online postings to all staff at least seven days in advance of the date of permanently filling such vacancy except in the case when an opening occurs 3 weeks before the start of the school year or when an opening occurs during the school year. If extenuating circumstances arise, the YEA president will be notified of any action to be taken.

Notification of all certified vacancies, ~~shall be posted electronically on the District website~~ complete with all ~~prerequisites (qualifications and duties);~~
~~shall be posted on the District website)~~ and ~~notification~~ e-mailed ~~with a link to the~~
~~Association online postings to all staff at least seven days in advance of the date of permanently~~
~~filling such vacancy except in the case when an opening occurs 3 weeks before the beginning~~
~~of the start of the school year or when an opening occurs during the school year. If extenuating~~
~~circumstances arise, the YEA president will be notified of any action to be taken.~~

Yorkville CUSD 115

Dean Roman
DATE: 5-19-15

YEA

Maura Venetis
DATE: 5-19-15

TA: ARTICLE XI, Section 1. Sick Leave

OLD

- A. Full-time teachers shall be entitled to a certain number of sick leave days without loss of pay pursuant to a tiered system based upon the amount of sick leave days that a teacher has accumulated in accordance with the following schedule:

<u>Number of Days Sick Leave Accumulated</u>	<u>Sick Leave Days as of the start of a school year</u>
0-75	12
75.5-150	15
150.5-200	20
200.5 +	25

NEW

- A. Full-time teachers shall be entitled to a certain number of sick leave days without loss of pay pursuant to a range of consecutive years of service in accordance with the following schedule:

<u>Number of Consecutive Years of Service</u>	<u>Sick Leave Days as of the start of a school year</u>
0-6 years	12
7-13 years	15
14-20 years	20
21 years or more	25

- A. Full-time teachers shall be entitled to a certain number of sick leave days without loss of pay pursuant to ~~a tiered system based upon the amount of sick leave days that a teacher has accumulated~~ to a range of consecutive years of service in accordance with the following schedule:

<u>Number of Days Sick Leave - Consecutive Accumulated Years of Service</u>	<u>Sick Leave Days as of the start of a school year</u>
0-75 — 6 years	12
75.5-150 7-13 years	15
150.5-200 14-20 years	20
200.5+ 21 years or more	25

Yorkville CUSD 115

DATE:

Deem Romans
April 24, 2015

YEA

DATE:

Yvonne M. Ventrone
April 24, 2015

TA: ARTICLE XI, Section 2. Reimbursement

OLD

ARTICLE XI, Section 2. Reimbursement

Section 2. Reimbursement

Any teacher who has been employed in the District for fifteen (15) or more continuous years as a teacher shall be reimbursed for all unused accumulated sick leave days not used for retirement that exceeds three hundred forty (340) days up to one hundred (100) days of unused accumulated sick leave days in the amount of \$20 per day. Such payment shall be made to the eligible teacher in a lump sum payment post-retirement, within two (2) weeks after the teacher's final paycheck but not earlier than September 1st. This post-retirement payment shall not be considered part of the teacher's final salary and therefore shall not be considered TRS creditable earnings.

NEW

ARTICLE XII, Section 13. Compensation

Section 13. Retirement Option

3. Sick Leave Reimbursement

Any teacher who has been employed in the District for fifteen (15) or more years as a teacher shall be reimbursed for all unused accumulated sick leave days not used for retirement that exceeds three hundred forty (340) days up to seventy-five (75) days of unused accumulated sick leave days in the amount of \$20 per day. Such payment shall be made to the eligible teacher in a lump sum payment post-retirement, within two (2) weeks after the teacher's final paycheck but not earlier than September 1st. This post-retirement payment shall not be considered part of the teacher's final salary and therefore shall not be considered TRS creditable earnings.

ARTICLE ~~XI~~^{XII}, Section ~~2~~¹³. ~~Reimbursement~~^{Compensation}

Section ~~2~~¹³. ~~Reimbursement~~^{Retirement Option}

~~3. Sick Leave~~^{3. Sick Leave} Reimbursement

Any teacher who has been employed in the District for fifteen (15) or more ~~continuous~~ years as a teacher shall be reimbursed for all unused accumulated sick leave days not used for retirement that exceeds three hundred forty (340) days up to ~~one hundred (100)~~^{seventy-five (75)} days of unused accumulated sick leave days in the amount of \$20 per day. Such payment shall be made to the eligible teacher in a lump sum payment post-retirement, within two (2) weeks after the teacher's final paycheck but not earlier than September 1st. This post-retirement payment shall not be considered part of the teacher's final salary and therefore shall not be considered TRS creditable earnings.

Yorkville CUSD 115

Dean Roman

YEA

Maria Venetis

DATE:

5-19-15

DATE:

5-19-15

TA: ARTICLE XI, Section 5. Personal Leave Guidelines

OLD

- D. A personal leave request may not be used the day prior to, or after any vacation period, or on the day of a workshop or in service training day. Exceptions may be granted by the Superintendent in his or her sole discretion upon written application that sets forth the specific reasons for the request and the necessity to make an exception to the general personal leave requirements. The grant or denial of such request shall be non-precedential.

NEW

- D. A personal leave request may not be used the day prior to, or after any vacation period, legal holiday, planned non-attendance day, or on the day of a workshop or in-service training day. Exceptions may be granted by the Superintendent or designee in his or her sole discretion upon written application that sets forth the specific reasons for the request and the necessity to make an exception to the general personal leave requirements. The grant or denial of such request shall be non-precedential.

- D. A personal leave request may not be used the day prior to, or after any vacation period, legal holiday, planned non-attendance day, or on the day of a workshop or in service training day. Exceptions may be granted by the Superintendent or designee in his or her sole discretion upon written application that sets forth the specific reasons for the request and the necessity to make an exception to the general personal leave requirements. The grant or denial of such request shall be non-precedential.

Yorkville CUSD 115

Demi Romano
DATE: April 24, 2015

YEA

Marta M. Brotnie
DATE: April 24, 2015

TA: ARTICLE XII, Section 3. Long Term Disability

OLD

NEW

NEW

Long Term Disability will be provided for each employee.

Yorkville CUSD 115

Dean Romans

DATE:

10-1-15

YEA

Martha Venetian

DATE:

10/5/15

OLD

- A. The co-curricular pay schedule is set forth in Appendix B. For purposes of calculating co-curricular pay, the Board shall use the base of the salary statement in effect for that particular school year. In addition to the stipends listed in Schedule B, any teacher who has been paid according to the co-curricular schedule in the same activity or sport (in the case of separate teams based upon gender each separate team shall constitute a different sport) for nine full consecutive years, shall receive a one-time bonus equal to 10% of the stipend in the 10th consecutive year.
- A. Teachers new to the District may be credited with up to four (4) years of experience outside the district at a rate of one year on the co-curricular salary statement for each two years of confirmed experience in a comparable position.
- B. The Board and the Association recognize that co-curricular duties could arise mid-contract for which payment on the co-curricular has not been established. These positions/duties would be compensated by placement on the co-curricular schedule, based upon mutual agreement between the Association and Board.

NEW

- A. The co-curricular pay schedule is set forth in Appendix B. For purposes of calculating co-curricular pay, the Board shall use the base of the salary statement in effect for that particular school year. In addition to the stipends listed in Schedule B, any teacher who has been paid according to the co-curricular schedule in the same activity or sport (in the case of separate teams based upon gender each separate team shall constitute a different sport) for nine full consecutive years, shall receive a one-time bonus equal to 10% of the stipend in the 10th consecutive year.
- B. Starting with the 2016-2017 school year, co-curricular stipends will be paid out based on the following schedule:
 - a. Fall Athletics/Activities
 - 50% paid on the first payroll in September
 - Final 50% paid on the last payroll of October
 - b. Winter Athletics/Activities
 - 50% paid on the first payroll in November
 - Final 50% paid on the last payroll of February
 - c. Spring Athletics/Activities
 - 50% paid on the first payroll in March
 - Final 50% paid on the first payroll in May
 - d. Year-round Activities
 - 1/3rd paid on the first payroll in September
 - 1/3rd paid on the first payroll in January
 - Final 1/3rd paid on the first payroll in May
 - e. Single event compensation will be paid on the next Co-Curricular payroll date as defined below:
 - First payroll in September
 - Last payroll of October
 - First payroll in November
 - First payroll in January
 - Last payroll of February
 - First payroll of March
 - First payroll in May
 - Last payroll in June

- C. Teachers new to the District may be credited with up to four (4) years of experience outside the district at a rate of one year on the co-curricular salary statement for each two years of confirmed experience in a comparable position.
- D. The Board and the Association recognize that co-curricular duties could arise mid-contract for which payment on the co-curricular has not been established. These positions/duties would be compensated by placement on the co-curricular schedule, based upon mutual agreement between the Association and Board.

E. The co-curricular pay schedule is set forth in Appendix B. For purposes of calculating co-curricular pay, the Board shall use the base of the salary statement in effect for that particular school year. In addition to the stipends listed in Schedule B, any teacher who has been paid according to the co-curricular schedule in the same activity or sport (in the case of separate teams based upon gender each separate team shall constitute a different sport) for nine full consecutive years, shall receive a one-time bonus equal to 10% of the stipend in the 10th consecutive year.

F. Starting with the 2016-2017 school year, co-curricular stipends will paid out based on the following schedule:

e. Fall Athletics/Activities

- 50% paid on the first payroll in September
- Final 50% paid on the last payroll of October

f. Winter Athletics/Activities

- 50% paid on the first payroll in November
- Final 50% paid on the last payroll of February

g. Spring Athletics/Activities

- 50% paid on the first payroll in March
- Final 50% paid on the first payroll in May

h. Year-round Activities

- 1/3rd paid on the first payroll in September
- 1/3rd paid on the first payroll in January
- Final 1/3rd paid on the first payroll in May

i. Single event compensation will be paid on the next Co-Curricular payroll date as defined below:

- First payroll in September
- Last payroll of October
- First payroll in November
- First payroll in January
- Last payroll of February
- First payroll of March
- First payroll in May
- Last payroll in June

F-G. Teachers new to the District may be credited with up to four (4) years of experience outside the district at a rate of one year on the co-curricular salary statement for each two years of confirmed experience in a comparable position.

G-H. The Board and the Association recognize that co-curricular duties could arise mid-contract for which payment on the co-curricular has not been established. These positions/duties would be compensated by placement on the co-curricular schedule, based upon mutual agreement between the Association and Board.

Yorkville CUSD 115

Dean Romano

YEA

Martha Veratruis

DATE:

7-8-15

DATE:

7-8-15

TA: NON-CONTRACTUAL SIDE LETTER, MENTORING OF NEW TEACHERS COMMITTEE

OLD

**NON-CONTRACTUAL SIDE LETTER
RE: MENTORING OF NEW TEACHERS COMMITTEE**

A committee consisting of two teachers appointed by the Association and two administrators appointed by the Superintendent shall be formed to review proposals for the formation of a mentoring of new teachers program. The committee shall meet at mutually agreed upon times during the duration of this Agreement. The committee shall make recommendations to the Superintendent for a mentoring of new teachers program for possible recommendation to the Board. The Superintendent shall review them and may choose to forward such recommendations to the Board with his comments, if any. The recommendation to the Superintendent shall include a description of the mentoring of new teachers program, its purpose, goals, responsibilities of the mentor, and responsibilities of the mentee. The Board shall consider all recommendations and make a final determination on whether or not to establish a mentoring of new teachers program and how the program would be structured if it were to be established.

NEW

SIDE LETTER ELIMINATED

Yorkville CUSD 115

Dean Romano

DATE:

7-8-15

YEA

Maitha Verett

DATE:

7-8-15

Yorkville CUSD 115

**Last and Final:
Hiring Schedule/Salary Statement**

October 28, 2015



2015-2016 Hiring Schedule/Salary Statement (Includes 9.4% TRS)

YEARS	BS+0	BS+12	BS+24	BS+36	MS+0	MS+12	MS+24	MS+36	CAS/EDD/PHD
1	\$ 44,311	\$ 45,417	\$ 46,522	\$ 47,628	\$ 50,643	\$ 51,849	\$ 53,055	\$ 54,261	\$ 55,467
2-5	\$ 44,973	\$ 46,095	\$ 47,217	\$ 48,339	\$ 51,399	\$ 52,623	\$ 53,847	\$ 55,071	\$ 56,295
6	\$ 46,082	\$ 47,204	\$ 48,326	\$ 49,448	\$ 52,508	\$ 53,732	\$ 54,956	\$ 56,180	\$ 57,404
7	\$ 47,225	\$ 48,347	\$ 49,469	\$ 50,591	\$ 53,651	\$ 54,875	\$ 56,099	\$ 57,323	\$ 58,547
8	\$ 48,401	\$ 49,523	\$ 50,645	\$ 51,767	\$ 54,827	\$ 56,051	\$ 57,275	\$ 58,499	\$ 59,723
9	\$ 49,614	\$ 50,736	\$ 51,858	\$ 52,980	\$ 56,040	\$ 57,264	\$ 58,488	\$ 59,712	\$ 60,936
10	\$ 50,862	\$ 51,984	\$ 53,106	\$ 54,228	\$ 57,288	\$ 58,512	\$ 59,736	\$ 60,960	\$ 62,184
11	\$ 52,148	\$ 53,270	\$ 54,392	\$ 55,514	\$ 58,574	\$ 59,798	\$ 61,022	\$ 62,246	\$ 63,470
12	\$ 53,472	\$ 54,594	\$ 55,716	\$ 56,838	\$ 59,898	\$ 61,122	\$ 62,346	\$ 63,570	\$ 64,794
13	\$ 54,836	\$ 55,958	\$ 57,080	\$ 58,202	\$ 61,262	\$ 62,486	\$ 63,710	\$ 64,934	\$ 66,158
14	\$ 56,242	\$ 57,364	\$ 58,486	\$ 59,608	\$ 62,668	\$ 63,892	\$ 65,116	\$ 66,340	\$ 67,564
15	\$ 57,689	\$ 58,811	\$ 59,933	\$ 61,055	\$ 64,115	\$ 65,339	\$ 66,563	\$ 67,787	\$ 69,011
16		\$ 60,716	\$ 61,838	\$ 62,960	\$ 66,020	\$ 67,244	\$ 68,468	\$ 69,692	\$ 70,916
17			\$ 63,926	\$ 65,048	\$ 68,108	\$ 69,332	\$ 70,556	\$ 71,780	\$ 73,004
18			\$ 65,604	\$ 66,726	\$ 69,786	\$ 71,010	\$ 72,234	\$ 73,458	\$ 74,682
19			\$ 67,332	\$ 68,454	\$ 71,514	\$ 72,738	\$ 73,962	\$ 75,186	\$ 76,410
20				\$ 70,946	\$ 74,006	\$ 75,230	\$ 76,454	\$ 77,678	\$ 78,902
21					\$ 74,385	\$ 75,609	\$ 76,833	\$ 78,057	\$ 79,281
22					\$ 76,177	\$ 77,401	\$ 78,625	\$ 79,849	\$ 81,073
23					\$ 78,018	\$ 79,242	\$ 80,466	\$ 81,690	\$ 82,914
24					\$ 79,909	\$ 81,133	\$ 82,357	\$ 83,581	\$ 84,805
25					\$ 81,850	\$ 83,074	\$ 84,298	\$ 85,522	\$ 86,746
26					\$ 83,844	\$ 85,068	\$ 86,292	\$ 87,516	\$ 88,740
27					\$ 85,892	\$ 87,116	\$ 88,340	\$ 89,564	\$ 90,788
28					\$ 87,995	\$ 89,219	\$ 90,443	\$ 91,667	\$ 92,891
29					\$ 93,779	\$ 95,003	\$ 96,227	\$ 97,451	\$ 98,675
30									
31									
32									
33									
34									
35									

Increase: 2.00%

2016-2017 Hiring Schedule/Salary Statement (Includes 9.4% TRS)

YEARS

	BS+0	BS+12	BS+24	BS+36	MS+0	MS+12	MS+24	MS+36	CAS/EDD/PHD
1	\$ 44,533	\$ 45,644	\$ 46,755	\$ 47,866	\$ 50,896	\$ 52,108	\$ 53,320	\$ 54,532	\$ 55,744
2	\$ 45,197	\$ 46,325	\$ 47,452	\$ 48,581	\$ 51,656	\$ 52,886	\$ 54,116	\$ 55,346	\$ 56,576
3-6	\$ 45,872	\$ 47,017	\$ 48,161	\$ 49,306	\$ 52,427	\$ 53,675	\$ 54,924	\$ 56,172	\$ 57,421
7	\$ 47,004	\$ 48,148	\$ 49,293	\$ 50,437	\$ 53,558	\$ 54,807	\$ 56,055	\$ 57,304	\$ 58,552
8	\$ 48,170	\$ 49,314	\$ 50,458	\$ 51,603	\$ 54,724	\$ 55,973	\$ 57,221	\$ 58,469	\$ 59,718
9	\$ 49,369	\$ 50,513	\$ 51,658	\$ 52,802	\$ 55,924	\$ 57,172	\$ 58,421	\$ 59,669	\$ 60,917
10	\$ 50,606	\$ 51,751	\$ 52,895	\$ 54,040	\$ 57,161	\$ 58,409	\$ 59,658	\$ 60,906	\$ 62,155
11	\$ 51,879	\$ 53,024	\$ 54,168	\$ 55,313	\$ 58,434	\$ 59,682	\$ 60,931	\$ 62,179	\$ 63,428
12	\$ 53,191	\$ 54,335	\$ 55,480	\$ 56,624	\$ 59,745	\$ 60,994	\$ 62,242	\$ 63,491	\$ 64,739
13	\$ 54,541	\$ 55,686	\$ 56,830	\$ 57,975	\$ 61,096	\$ 62,344	\$ 63,593	\$ 64,841	\$ 66,090
14	\$ 55,933	\$ 57,077	\$ 58,222	\$ 59,366	\$ 62,487	\$ 63,736	\$ 64,984	\$ 66,233	\$ 67,481
15	\$ 57,367	\$ 58,511	\$ 59,656	\$ 60,800	\$ 63,921	\$ 65,170	\$ 66,418	\$ 67,667	\$ 68,915
16	\$ 58,843	\$ 59,987	\$ 61,132	\$ 62,276	\$ 65,397	\$ 66,646	\$ 67,894	\$ 69,143	\$ 70,391
17	\$ 61,930	\$ 63,075	\$ 64,219	\$ 65,364	\$ 67,340	\$ 68,589	\$ 69,837	\$ 71,086	\$ 72,334
18			\$ 65,205	\$ 66,349	\$ 69,470	\$ 70,719	\$ 71,967	\$ 73,216	\$ 74,464
19			\$ 66,916	\$ 68,061	\$ 71,182	\$ 72,430	\$ 73,679	\$ 74,927	\$ 76,176
20			\$ 68,679	\$ 69,823	\$ 72,944	\$ 74,193	\$ 75,441	\$ 76,690	\$ 77,938
21				\$ 72,365	\$ 75,486	\$ 76,735	\$ 77,983	\$ 79,232	\$ 80,480
22					\$ 75,873	\$ 77,121	\$ 78,370	\$ 79,618	\$ 80,867
23					\$ 77,701	\$ 78,949	\$ 80,198	\$ 81,446	\$ 82,694
24					\$ 79,578	\$ 80,827	\$ 82,075	\$ 83,324	\$ 84,572
25					\$ 81,507	\$ 82,756	\$ 84,004	\$ 85,253	\$ 86,501
26					\$ 83,487	\$ 84,735	\$ 85,984	\$ 87,232	\$ 88,481
27					\$ 85,521	\$ 86,769	\$ 88,018	\$ 89,266	\$ 90,515
28					\$ 87,610	\$ 88,858	\$ 90,107	\$ 91,355	\$ 92,604
29					\$ 89,755	\$ 91,003	\$ 92,252	\$ 93,500	\$ 94,749
30					\$ 95,655	\$ 96,903	\$ 98,152	\$ 99,400	\$ 100,649
31									
32									
33									
34									
35									

Increase: 2.00%

2017-2018 Hiring Schedule/Salary Statement (Includes 9.4% TRS)

YEARS

	BS+0	BS+12	BS+24	BS+36	MS+0	MS+12	MS+24	MS+36	CAS/EDD/PHD
1	\$ 44,756	\$ 45,872	\$ 46,989	\$ 48,105	\$ 51,150	\$ 52,369	\$ 53,587	\$ 54,805	\$ 56,023
2	\$ 45,424	\$ 46,557	\$ 47,690	\$ 48,823	\$ 51,914	\$ 53,150	\$ 54,386	\$ 55,623	\$ 56,859
3	\$ 46,101	\$ 47,252	\$ 48,401	\$ 49,553	\$ 52,689	\$ 53,944	\$ 55,198	\$ 56,453	\$ 57,708
4-7	\$ 46,789	\$ 47,957	\$ 49,124	\$ 50,292	\$ 53,476	\$ 54,749	\$ 56,022	\$ 57,295	\$ 58,569
8	\$ 47,944	\$ 49,111	\$ 50,279	\$ 51,446	\$ 54,629	\$ 55,903	\$ 57,176	\$ 58,450	\$ 59,723
9	\$ 49,133	\$ 50,300	\$ 51,467	\$ 52,635	\$ 55,818	\$ 57,092	\$ 58,365	\$ 59,638	\$ 60,912
10	\$ 50,356	\$ 51,523	\$ 52,691	\$ 53,858	\$ 57,042	\$ 58,315	\$ 59,589	\$ 60,862	\$ 62,135
11	\$ 51,618	\$ 52,786	\$ 53,953	\$ 55,121	\$ 58,304	\$ 59,577	\$ 60,851	\$ 62,124	\$ 63,398
12	\$ 52,917	\$ 54,084	\$ 55,251	\$ 56,419	\$ 59,603	\$ 60,876	\$ 62,150	\$ 63,423	\$ 64,697
13	\$ 54,255	\$ 55,422	\$ 56,590	\$ 57,756	\$ 60,940	\$ 62,214	\$ 63,487	\$ 64,761	\$ 66,034
14	\$ 55,632	\$ 56,800	\$ 57,967	\$ 59,135	\$ 62,318	\$ 63,591	\$ 64,865	\$ 66,138	\$ 67,412
15	\$ 57,052	\$ 58,219	\$ 59,386	\$ 60,553	\$ 63,737	\$ 65,011	\$ 66,284	\$ 67,558	\$ 68,831
16	\$ 58,514	\$ 59,681	\$ 60,849	\$ 62,016	\$ 65,199	\$ 66,473	\$ 67,746	\$ 69,020	\$ 70,293
17	\$ 60,020	\$ 61,187	\$ 62,355	\$ 63,522	\$ 66,705	\$ 67,979	\$ 69,252	\$ 70,526	\$ 71,799
18		\$ 63,169	\$ 64,337	\$ 65,503	\$ 68,687	\$ 69,961	\$ 71,234	\$ 72,508	\$ 73,781
19			\$ 66,509	\$ 67,676	\$ 70,859	\$ 72,133	\$ 73,406	\$ 74,680	\$ 75,953
20			\$ 68,254	\$ 69,422	\$ 72,606	\$ 73,879	\$ 75,153	\$ 76,426	\$ 77,700
21			\$ 70,053	\$ 71,219	\$ 74,403	\$ 75,677	\$ 76,950	\$ 78,224	\$ 79,497
22				\$ 73,812	\$ 76,996	\$ 78,270	\$ 79,543	\$ 80,817	\$ 82,090
23					\$ 77,390	\$ 78,663	\$ 79,937	\$ 81,210	\$ 82,484
24					\$ 79,255	\$ 80,528	\$ 81,802	\$ 83,075	\$ 84,348
25					\$ 81,170	\$ 82,444	\$ 83,717	\$ 84,990	\$ 86,263
26					\$ 83,137	\$ 84,411	\$ 85,684	\$ 86,958	\$ 88,231
27					\$ 85,157	\$ 86,430	\$ 87,704	\$ 88,977	\$ 90,251
28					\$ 87,231	\$ 88,504	\$ 89,778	\$ 91,051	\$ 92,325
29					\$ 89,362	\$ 90,635	\$ 91,909	\$ 93,182	\$ 94,456
30					\$ 91,550	\$ 92,823	\$ 94,097	\$ 95,370	\$ 96,644
31					\$ 97,568	\$ 98,841	\$ 100,115	\$ 101,388	\$ 102,662
32									
33									
34									
35									

Increase: 2.00%

Yorkville CUSD 115

Last and Final: Historic Salary Increase Analysis

October 28, 2015



41.9%

(Percent of current staff represented in the number below)

Year	Salary of those in District ALL Years in which a value is displayed.	Annual Increase	Compounded Increase	NOTES
2007-2008	\$ 7,524,787.00			No LANE change data available for these years. Assumed the same lane as in 2012-2013 for all years to establishing salaries for those years. This skews the Annual Increase to the low side in terms of percentage actual increase each year. 2007-2008 through 2011-2012 include step. (These years do not include those with Longevity Pay since there is no clear way to calculate their previous pay.)
2008-2009	\$ 7,986,320.00	6.13%	6.13%	
2009-2010	\$ 8,481,358.25	6.20%	12.71%	
2010-2011	\$ 8,732,878.25	2.97%	16.05%	
2011-2012	\$ 8,997,850.94	3.03%	19.58%	
2012-2013	\$ 9,513,401.50	5.73%	26.43%	
2013-2014	\$ 9,985,161.42	4.96%	32.70%	Actual Salaries as pulled from iVisions (includes lane changes)
2014-2015	\$ 10,434,510.30	4.50%	38.67%	
		33.52%	38.67%	

Average per year: 4.79% (based on all increases)

Gross salaries noted above represents only those teacher in Yorkville for all years having a \$\$ value for the years shown.

Yorkville CUSD 115

Last and Final: Comparative District Salary Analysis

October 28, 2015



FTE		375.47	92.7% of 404.97 FTE							
	Contract Year	Base Salary	Total Salary \$	Total T.H.I.S. Benefit	Total Salary with T.H.I.S.	FTE Placed in Scattergram	Earning Difference More/(Less)	Percentage Change		
Yorkville 115	2014-2015	\$ 44,091	\$ 20,697,760	\$ 211,117	\$ 20,908,877	375.47				
Batavia 101	2014-2015	\$ 41,763	\$ 22,142,190		\$ 22,142,190	375.47	\$ 1,233,313	5.90%		
Burlington 301	2014-2015	\$ 38,516	\$ 19,904,020		\$ 19,904,020	375.47	\$ (1,004,857)	-4.81%		
DeKalb 428	2014-2015	\$ 41,612	\$ 19,935,475		\$ 19,935,475	375.47	\$ (973,402)	-4.66%		
Geneva 304	2014-2015	\$ 39,730	\$ 20,267,945		\$ 20,267,945	375.47	\$ (640,932)	-3.07%		
Kaneland 302	2014-2015	\$ 37,210	\$ 19,419,547		\$ 19,419,547	375.47	\$ (1,489,330)	-7.12%		
Lake Zurich 75	2014-2015	\$ 43,772	\$ 20,265,896		\$ 20,265,896	375.47	\$ (642,981)	-3.08%		
Sycamore 47	2014-2015	\$ 39,628	\$ 19,439,038		\$ 19,439,038	375.47	\$ (1,469,839)	-7.03%		
Plainfield 202	2014-2015	\$ 40,334	\$ 18,461,463		\$ 18,461,463	375.47	\$ (2,447,414)	-11.71%		
Oswego 308	2014-2015	\$ 40,200	\$ 17,656,717		\$ 17,656,717	375.47	\$ (3,252,160)	-15.55%		

Step offset (for placement comparable districts schedule) due to removal of step in 2012-2015 contract

Years Adjustment: 4

Max Step on Y115 Grid: 13

Max Step on Comparables: 17

Percent of Staff Placed: 92.7%

This model takes all District staff (except Longevity) and places them in the other district's scattergram using an equivalent qualifying lane and the adjusted step. The Max Step was limited to 13 due to other district schedules having no more than 17 steps available.